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PERSONALITY AND CONFORMITY.

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DESCRIPTORS- *BEHAVIORAL SCIENCE RESEARCH, *CONFORMITY, *PERSONALITY ASSESSMENT, FACTOR ANALYSIS, *TEST VALIDITY,

AN INVESTIGATION WAS MADE OF THE RELATIONSHIP BETWEEN PERSONALITY FACTORS AND CONFORMITY. THE SUBJECTS WERE 243 RANDOMLY SELECTED STUDENTS ENROLLED IN COLLEGE PSYCHOLOGY COURSES WHO WERE DIVIDED INTO GROUPS OF 97, 96, AND 50 SUBJECTS. A PERSONALITY FACTOR INVENTORY WAS OBTAINED FROM RESPONSES TO A LARGE LIST OF TRUE-FALSE PERSONALITY ITEM STATEMENTS. ITEMS FOR THIS MEASURE WERE DRAWN FROM THE CALIFORNIA PERSONALITY INVENTORY, INCLUDING THE CRUTCHFIELD CONFORMITY ITEMS, AND THE INDEPENDENCE OF JUDGEMENT SCALE. A CONFORMITY SCORE WAS INDIVIDUALLY OBTAINED FROM A TEST THAT REQUIRED EACH SUBJECT TO STATE WHICH ONE OF A GRADUATED SERIES OF ELEMENTS MATCHED A KEY ELEMENT. FROM THIS TEST A CONFORMITY SCORE WAS OBTAINED BY TOTALING THE NUMBER OF ANSWERS THAT DEVIATED FROM THE ELEMENT THAT MATCHED THE KEY TOWARD ANOTHER ELEMENT WHICH WAS INDICATED BY THE INVESTIGATOR TO BE THE CORRECT RESPONSE. BI-SERIAL CORRELATIONS OF THE TWO SETS OF VARIABLES THAT WERE COMPUTED FOR THE FIRST TWO STUDENT GROUPS IDENTIFIED ONLY FIVE CROSS-VALIDATED ITEMS, FAR LESS THAN THE NUMBER EXPECTED. THE LACK OF REPLICATED ITEMS PREVENTED THE APPLICATION OF FACTOR ANALYSIS PROCEDURES AND THERE WAS NO VALIDATION OF FACTORS TO BE CONDUCTED WITH THE GROUP OF 50. THE INVESTIGATOR CONCLUDED THAT THE STUDY CONSTITUTED A FAILURE IN THE EFFORT TO IDENTIFY PERSONALITY FACTORS OPERATING IN THE BEHAVIOR OF YIELDING TO SOCIAL INFLUENCE. (AL)

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(This research was carried out under U. S. Office of Education Contract OF - 410 - 103)

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Chapter I

INTRODUCTION AND STATEMENT OF THE PROBLEM

> Social psychologists are required to explain the overwhelming fact of social conformity in human behavior. Parents set models to which children conform; fashions are models to which adults conform; and culture itself is a model to which everyone (or nearly everyone conforms. No problem in social psychology is more insistent (Allport, 1954, p. 21).

The problem of conformity which in its broadest sense is the problem of social influence, is of central concern in contemporary society. A large popular and professional literature attests to this. We live in an era where "brainwashing" is a household word (Sargent, 1957; Meerloo, 1956); we speak of the "organization man" (Whyte, 1956); we acknowledge the "hidden persuaders" (Packard, 1957); and we are all concerned with the stifling of creativity (Farber & Wilson, 1961). The implications of understanding the nature of conformity are so far reaching that no aspect of human social behavior is excluded. It would be impossible to conceive a world without social influence because that world would necessarily be a world without people.

Both psychological research and more general treatments describe individuals who find themselves unable to pursue independent acts and who are discovered always to be in positions of compromise. These individuals, characterized by their susceptibility to social influence, have been designated as conformists; their opposites are labeled nonconformists. Most of us fall somewhere on the dimension defined by these two poles.

The problem under investigation in the present study was the identification of the personality dimensions associated with resistance and capitulation to social pressure. More specifically, the hypothesis under examination was the proposition that personality factors represent reliable parameters of the conformity response. That is to say that individual differences in response to social influence will be found to covary with individual differences in personality. While there have been studies of this issue (Asch, 1951; Barron, 1953; Crutchfield, 1955; Tuddenham, 1956; DiVesta and Cox, 1960), the results have been equivocal and inconclusive (Bernardin and Jessor, 1957; Endler, 1961; Hollander, 1960; Appley and Moeller, 1963). The present study was conceived as a basic one devoted to the identification and validation of personality factors present in the conformity situation.

A large and complex vocabulary has emerged as a consequence of the vast literature. Cronbach (1946) spoke of "acquiescence"; Asch (1951, 1952) spoke of "yielding", Crutchfield (1955) of "conformity", Deutsch and Girard (1955) of "compliance and conformity", Janis et al. (1959) "persuasibility", and Barber (1961, 1962, 1963) of hypnotizability and suggestibility."

All these terms are names for situations in which individual differences in response to social influence have been examined. Campbell (1961) suggested the following as a general framework within which conformity could be considered:

> ... it will be assumed that a situation of conflict exists between an individual dispositional source ... and a social one ... Giving heavy weight to the social source will be regarded as synonomous with conformity, suggestibility, persuasibility, or

> yielding, as these terms have been used in the literature. It follows ... that any strengthening of an individual dispositional source will lead to decreased conformity, whereas, strengthening of a social source will lead to increased conformity (p. 114, 1961).

The conflict situation employed in the present study was the familiar one of placing an individual in a situation where a simulated group consensus was at odds with his perceptions. Extent of conformity was measured by examining the degree to which an individual moves in the direction of the simulated norm.

Review of Related Studies

In the 1959 Annual Review of Psychology, Blake and Mouton stated:

> With situational aspects of conformity dynamics reasonably well understood, questions regarding contributions of personality are exciting more attention. Two kinds of issues are being raised. One has to do with describing the personality structure of the person who capitulates under social pressure. The other deals with the degree of consistency of capitulation across tasks, over a range of conditions, and through time (p. 224, 1959).

These two issues cannot, of course, be genuinely dichotomized. One could not speak of the personality structure of the conformist unless the conformity response did reveal some consistency in time as well as across situations.

Consistency of the conformity response

A review of studies concerned with the stability of the conformity response through time, over a range of conditions and across tasks, follows.

Sherif (1935) clearly demonstrated that when individuals in an ambiguous setting, the autokinetic (AK) situation, are required to make judgments, they will develop their own point of reference or norm. On subsequent occasions, they behave in a manner consistent with that norm. Most relevant here is his report that individuals conform to a group norm when examined at a later time under individual conditions. This latter finding is in agreement with the observations of Bovard (1948) and Walter (1955) again using the AK situation. Bovard (1948) examined the effects of group norms on individual judgments 28 days after the group interaction and was able to report the sustained influence of the initial condition. Walter (1955) reported that the performance of subjects on four discrete occasions reflected persistent use of norms established on the first occasion.

Asch (1951) focused on the conditions which caused an individual to capitulate or to resist group pressures. With the use of accomplices, subjects were placed in a situation where group consensus was contrary to veridicality. The subsequent conflict, and resolution of this conflict was the critical response. Of the 50 subjects in the experimental group, Asch reported:

> One fourth of the critical subjects was completely independent; at the other extreme, one third of the group displaced the estimates toward the majority in one-half or more of the trials (p. 182).

That is, some independent subjects were able to hold out consistently in successive critical trials, just as some yielding subjects capitulated consistently.

Crutchfield (1955), pursuing the Asch paradigm, introduced some ingenious modifications. Instead of employing accomplices for the intentional distortion of norms, electrical consoles were employed whereby the experimenter was able to simulate responses of the subjects. While Asch (1951) employed only visual items, that is, line judgments, Crutchfield's items ranged from "... factual to attitudinal, from structured to ambiguous, from impersonal to personal" (p. 193, 1955). For this group of 21 items, a corrected split-half reliability estimate of .90 was reported. These findings offer evidence of conformity occuring across tasks. That is to say, conformity, at least in some research, appears to be independent of content of tasks.

Tuddenham (1956) with apparatus similar to Crutchfield (1955) as well as similar domains of item content reported a range of odd-even correlations of .82 to .95 for total test reliability of 30 items. The 30 item scale is composed of three ten-item subscales. The subscales included visual items (i.e., size and area judgments), information items and opinion items. Tuddenham (1956) reported corrected intercorrelations of .52 to .94 for these subscales. Odd-even reliabilities in each of the three subscales ranged from .68 to .90. Tuddenham concluded:

> Comparison of findings with visual, information and opinion items indicates that yielding was a rather general propensity, though some variance was specific to the particular judgment concerned (1958, p. 240).

Therefore, Tuddenham's (1958) observations are in agreement with Crutchfield's (1955) suggesting that conformity behavior transcends situations.

Blake, Helson and Mouton (1956), using still another technique for the transmission of simulated information, reported an average correlation of .87 for the three activities of counting metronome clicks, response to opinions, and mental arithmetic. Here, the experimenters had the subject listen to tape-recorded responses of accomplices, thereby causing the subject to believe others were present and responding in different cubicles. Here again, agreement is observed with the findings of Crutchfield (1955) and Tuddenham (1958).

Rosner (1957), employing three different taks, viz., the Asch line series, a memory task, and a questionnaire, reported consistency of response for yielders and non-yielders across experimental sessions as well as within experimental series. Phi-coefficients ranging from .33 to .54 were reported between pairs of tasks.

Thus, in light of these results, Blake and Mouton (1959) concluded that:

> No exceptions to the rule have been indicated. The rule that seems to be emerging is 'once a conformer, always a conformer'... (p. 225, 1959).

Similarly, Krech, Crutchfield and Ballachey (1962) reported conforming tendencies to be an "interpersonal response trait." This is not to say that there are no dissenters. There are researchers who suggest that the conformity response is specific to the situation. For example, Appley and Moeller (1963) assert:

> ... Conformity per se is an act in the service of the individual's motivations - a means to an end rather than an end in itself... (p. 290).

Furthermore, instances are reported in the literature where researchers have failed to sustain expected relationships between two measures of susceptibility to social influence. Notably, this has been true in situations where paper and pencil measures of acquiescence were related to laboratory performance. Foster (1955) and Endler (1961) were unable to demonstrate a relationship between acquiescent response set, the tendency to agree with a printed statement, and performance in a Crutchfield (1955) situation. Linton (1955) encountered failure in attempting to relate conformity in an AK situation and susceptibility to attitude change as a function of social influence.

In summary, the view expressed by Allport (1961) most accurately reflects the literature and is the position taken here:

> We must likewise not forget that although conformity seems to be a measurable common trait, we must expect situational factors, personal knowledge, and private motives to affect an individual's response in this area of social behavior (p. 433).

Personality structure in conformity

Since the present study is concerned with personality dimensions and yielding, review of studies relating personality and conformity follows. The literature is not unequivocal.

Asch (1951) characterized his subjects on the basis of interview data collected upon the completion of the experimental series. He was able to discriminate six types of subjects, three of them "independents" and three of them "yielders." One group of independents were those who through a high degree of "confidence" were able to actively resist group pressure. A second group were "withdrawn." These individuals resisted, but in a non-emotional way. The final group of independents experienced "doubt", but having a high need to perform accurately, resisted the influence of the group.

The yielders, for the most part, thought their perceptions to be incorrect and those of the group to be accurate. Asch said of this group:

> These subjects suffer from primary doubt and lack of confidence; on this basis they feel a strong tendency to join the marjority (p. 184, 1951).

A second group, cognizant of their capitulation, did so in order not to appear deviant or inferior. The third and smallest group, Asch felt, truly distorted. These individuals reported the false group consensus as the veridical alternative and experienced it as such. Asch (1951) concluded:

> There were wide, and indeed, striking differences among individuals within the same experimental situation. The hypothesis was proposed that these are functionally dependent on relatively enduring character differences... (p. 190).

Thus, Asch was convinced not only of the consistency of the response, but also that it represented personality differences. The reader will note, however, that his conclusion is drawn from relatively uncontrolled interview material.

Barron (1953) employed the Asch situation to define criterion groups of yielders and non-yielders. An item analysis of the Gough adjective Check List (ACL), composed of 274 adjectives listed in alphabetical order, between adjective preference and yielding, revealed 14 adjectives associated with non-yielding and 19 associated with yielding. On the basis of this performance on the ACL Barron suggested that:

> The self-descriptions of the independents seem to involve these factors: (1) a certain cathection of intellect and cognitive originality... a spirit of open-mindedness ... (2) a high degree of personal involvement and emotional reactivity ... (3) a lack of social ease, or an absence of the commonly valued social virtues ... The yielders ... strongly cathect (1) ease and helpfulness in interpersonal relations ... (2) personal effectiveness and planfulness in achieving some goal ... (3) personal stability and healthy mindedness ... (p. 290, 1953).

Encouraged by his work Barron prepared an 84 personality-type item inventory and administered it to criterion groups. Twenty-two items withstood item analysis, 20 of which were in the expected direction; these items have become known as the Barron Independence of Judgment Scale (IJS). As a function of performance on the IJS, Barron was able to depict the non-yielders as individuals ~~who~~ value:

> Creative work, in others and in themselves ... the person as an individual, and responds more to the inward integrity of another person than to superficially pleasing characteristics ... are independent ... are intraceptive ... like some uncertainty (pp. 295, 296, 1953).

Although neither the adjectives in the ACL nor the IJS were cross-validated by Barron, some successful use of them has been reported by other researchers.

Jackson (1958) combined the Barron IJS items with the Crutchfield conformity items (CCI), to be discussed below, and employed them as a conformity inventory. Corrected split-half reliabilities of .44 for women and .54 for men are reported. Marlowe and Crowne (1961) reported a correlation of -.54 between the IJS and a social desirability inventory (SDI) of their own construction.

Strickland and Crowne (1962) administered the IJS and SDI, and utilized a conformity situation similar to that described by Blake, et al. (1956). They reported significant relationships in the expected directions between social desirability and independence measured by the IJS, social desirability and conformity, and independence and conformity.

The studies cited above can be viewed as construct validation work for Barron's IJS and generally would encourage the use of the scale.

Crutchfield (1955), related a wide range of variables to conformity. For example, intellectual functioning assessed by "staff rating of intellectual competence," and Terman Concept Mastery Test yielded correlations of -.63 and -.51 respectively. Barron's Ego-strength Scale correlated -.33. The California Personality Inventory (CPI) subscales of Tolerance, Social Pressure and Responsibility yielded a range of correlations of -.30 to -.41. The California Fascism Scale (F-scale) correlated .39. Manifest authoritarianism rated by Crutchfield and his staff was correlated .35.

Q-sort descriptions of the subjects by the Crutchfield staff yielded characterizations not unlike those of Barron (1953) for a non-yielder who:

> Is an effective person
> Takes an ascendant role in his relations
> Is persuasive
> Is turned to for advice
> Is efficient, capable
> Is active
> Is an expressive, ebullient person (p. 194).

The yielder, as characterized by the Q-sorts, is different from Barron's yielder. He:

> has a narrow range of interests ...
> overcontrols his impulses; is inhibited ...
> is unable to make decisions without vacillation ...
> becomes confused, disorganized ... under stress
> is suggestible ..." (p. 195).

These obvious neurotic qualities, however, are not sustained in performance on the Minnesota Multiphasic Personality Inventory (MMPI). This result is consistent with Barron (1953) who also was unable to discriminate yielders from non-yielders on MMPI performance.

Crutchfield reported 25 personality-type items (CCI) which are susceptible of discriminating yielders from non-yielders. Jackson (1958; 1962) and Sechrest and Jackson (1960) combined the IJS and CCI and were able to employ this "conformity inventory" in a meaningful manner.

Crutchfield (1955) further reports on two additional studies that:

> Using the same procedures and the same items for judgment, the conformity results for his ... sample were highly similar to those reported ... (p. 196)

Elsewhere, Krech, et al. (1962) concluded on the basis of the Crutchfield results:

> Study of the correlations of these measures with the conformity scores offer compelling evidence that there are numerous personality factors associated with tendency to conform (p. , 1962).

Tuddenham (1956; 1957 a; 1957 b; 1958 a-f; 1961) systematically investigated the relationships between a host of variables and their relationships to yielding. Employing a situation similar to that developed by Crutchfield (1955), Tuddenham (1958) reported a wide range of personality data for four groups of subjects in the laboratory conformity situation. Two groups, one composed of 27 males and another composed of 29 females, averaged 35 years of age. These groups represented a good deal of variability in education and socio-economic level. The remaining two groups were constituted of college males (N = 37) and females (N = 37).

Thirty items derived from an interview rating schedule yielded the following results. Intelligence, introspection, and verbal facility were significantly related to independence for both men and women. Utilization of generalization in thought, educational level, and socio-economic level were found to be inversely related to yielding for men. These latter relationships were not sustained with women. Generally, these results appear consistent with Crutchfield (1955). That is, "intelligence" is associated positively with independence.

Tuddenham also studied the CPI performance of his subjects. Only a few of the 18 scales of the CPI were readily interpretable. Achievement via independence is inversely related to conformity for both male groups as well as the younger female group. Capacity for social status is seemingly moderated by age as it is negatively related for both older groups, but not the college samples. The remaining correlations were generally not susceptible of interpretation. These results failed to replicate Crutchfield's findings.

The Edwards Personal Preference Schedule (EPPS), not administered to the college samples, failed to yield significant relationships for the older age groups.

A group of scales derived from the MMPI (Taylor Manifest Anxiety Scale; Welsh Anxiety Scale; Barron Ego-strength Scale; Welsh Repression Scale) all failed to discriminate yielders from non-yielders.

However, the IJS was able to discriminate male but not female independents from yielders. This is consistent with Barron's findings in that Barron's sample was all males.

On the basis of the performance of his subjects on the IJS and the interview rating schedule, Tuddenham (1958) concluded:

> Reports by Barron and Crutchfield on correlates of yielding are in rather good general agreement with these findings (p. 15).

DiVesta and Cox (1960) in a broad exploratory study, utilized a group of paper and pencil measures of personality and intellectual functioning, and the Crutchfield conformity situation. The EPPS failed to yield any meaningful relationships. Only a single scale, n Autonomy (n Aut) achieved significance, and this was thought to be chance. The Stern Activities Index (SAI) was somewhat more encouraging. Scale measures of submissive-restrained, outgoing-sociable, cautious-controlled, and theoretical-intellectual related to the criterion 23; -21; 22; and .24 respectively.

Use of the ACL revealed fair agreement with Barron (1953) despite some failures as reversals of adjectives characterizing non-yielders were observed.

DiVesta and Cox (1960) also reported that the F scale was related to conformity which is again, in agreement with Crutchfield (1955) and Nadler (1959). However, Belof (1958) and Gorfein (1961) were unable to support this relationship.

The Taylor Manifest Anxiety Scale approached significance in the DiVesta and Cox study (1960) which is consistent with Tuddenham (1958). Their observation that women generally conform more than men also sustains Crutchfield (1955) and Tuddenham (1956).

The authors concluded that:

> The data indicate the presence of consistent sources and dispositional characteristics which contribute to individual differences in susceptibility to social influences (1960, p. 262).

There are instances, however, where the personality-conformity hypothesis has not been sustained. It is also reasonable to believe that there are in the experience of many researchers failures to confirm the hypothesis which go unreported.

A group of studies attempting to investigate the relationship between specific needs as assessed by the EPPS and the conformity response has left much to be desired.

Bernardin and Jessor (1957) hypothesized that high need Autonomy (n Aut) and low need Deference (n Def) leads to more resistance to social influence and generally less dependence, than the opposite need relationship. Using three different behavioral measures (approval; seeking help; Asch situation), they were unable to demonstrate reliable relationships.

Gisvold (1958) pursued these hypothesized relationships further. Employing a modified Crutchfield situation as the yielding criterion, he reports a significant correlation (-54) between n Aut and yielding. However, the expected relationships between n Def and yielding was not demonstrated.

Izard (1960) reports a significant correlation for men between n Aut and resistance to yielding (38) but an .05 correlation for women. Correlations for men and women between resistance to social influence and n Def are -.24 and -.34. They were not significant.

Endler (1961), using the Crutchfield laboratory paradigm concluded that there are reliable individual differences in conformity, but was unable to relate these to differences in personality structure as assessed by the EPPS.

Appley and Moeller (1961) assessed the relationship between personality and conformity using the Asch situation and the EPPS, CPI, and Gordon Personal Profile (GPP). Of all these possible measures, 38 scales in all, one, n Abasement, was related to behavior in the Asch Situation. The authors argue that the relationship between personality and conformity is complex and that:

> Unless particular cues were present to elicit certain types of response modulities (e.g., defference behavior; succorant behavior; etc.) we would not expect to find such behavior necessarily in the repertoire of an individual who in another situation conforms to the norm of the group response (p. 290).

Tuddenham (1958; 1960) comments that the relationship between response to social influence and personality for women is not determined to the same extent as for men. However, Appley and Moeller discard a feminine role explanation in preference for a more situation specific model of explanation.

Hollander (1960) arrived at a similar position to that of Appley and Moeller and suggested: "conformity does not appear to be a very meaningful variable of personality" (p. 224).

Thus, it is clear that the relationship between personality and yielding to social influence, although the subject of a large literature, is not clearly delineated. With the possible exceptions of the relationships between intellectual functioning and sexual role and conformity, all other relationships must be qualified. Many of the standard personality inventories have proved fruitless in the investigation of personality functioning and response to social influence. The EPPS has failed, time after time, to be related to conformity in the laboratory. The MMPI, and derivative scales, generally used as a clinical instrument, encounters the same fate as does the EPPS. The CPI, although somewhat more promising than the inventories cited above, is deficient also. Some encouragement, however, is to be found in the use of the ACL, IJS, and the CCI.

Generally, the methods of conformity assessment have been demonstrated to be reliable. It would seem, however, that more reliable modes of personality assessment are required. The literature reveals little cross-validational study of personality items. Furthermore, with the exceptions of the IJS and the CCS, none of the personality inventories employed in the conformity-personality literature employed item selection against a criterion of conformity.

Statement of the Problem

The present study is in the context of efforts to define the relationship between personality factors and conformity behavior. The literature which has now been reviewed has failed to provide clear evidence for the hypothesis that personality factors account for some portion of the variance in yielding behavior. This is the hypothesis under test here.

The equivocality, the inconclusiveness and the occasional and isolated positive result represented a need for a basic study devoted to identification and validation of personality factors present in yielding behavior.

It was anticipated that the ordinary psychometric procedures of personality item selection and cross-validation would yield a pool of items which when examined by the procedure of factor analysis would uncover the personality dimensions operating in conformity behavior.

Chapter II

METHODS AND PROCEDURES

The present study was directed toward the investigation of the relationship between personality and conformity. The method of empirical item selection and cross-validation was adopted, thereby requiring the participation of a large number of subjects and the administration of a large number of personality items. In addition, the procedure required a well-defined conformity criterion which would yield a reliable conformity score.

General Design

A large pool of personality item-statements in true-false format was administered to 243 subjects. The subjects were assigned to three groups of 97, 96, and 50 each.

Bi-serial correlations were computed in the first sample of subjects for each item against a yielding score derived from performance in a laboratory conformity situation. The second sample was examined in a manner consistent with conventional cross-validational procedures.

The third sample (N = 50) was to be used as an additional validational group. Factor analytic treatment of the cross-validated items was intended so that the dimensions of personality inherent in the items might be identified. Examination of the relationship between derived factor scores and the laboratory conformity scores was to have completed the study.

Subjects

Three hundred and seventeen male undergraduates were recruited in such a manner that they had no awareness of the relationship between the two assessment situations, that of personality and that of yielding. The subjects were recruited by accomplices of the experimenter from among students in introductory psychology at The Pennsylvania State University who are required to participate in six hours of psychological research. These students were told they were participating in a "study about personality."

The experimenter then recruited a group of 243 subjects from this initial subject pool. They were asked to join him in another study of the "differences in ability to make judgments about the attributes of geometric figures." In other words, subjects were led to believe that they were being recruited for a second and unrelated study by still another experimenter. In order to assure minimal loss of subjects from the initial subject pool, one dollar, and one hour's credit were offered for participation in the half-hour yielding situation.

Of the 74 subjects who failed to participate or whose responses were not employed in the final analysis of data, 27 failed to appear at the appointed time, two completed the personality inventory incorrectly, and three were lost because of apparatus failure. The remaining subjects apparently had completed their six hour research participation requirement and could not be interested in devoting more time to research activities.

The 243 subjects who completed both portions of the study were assigned to three groups of 97, 96, and 50. The group of 50 was selected on a random basis from the total subject population (N = 243). The remaining 193 subjects were then ranked on the basis of their criterion scores and then assigned to the other groups in an ABBA manner. Thus, the distribution of yielding scores for both groups was similar.

Personality Measures

An inventory labeled "Personality Research Inventory, Form I" (PRI) was administered to all subjects. The inventory, composed of 527 items in Yes - No format, required approximately one and one half hours for completion (See Appendix A).

The items were drawn from several sources. The California Personality Inventory (CPI) represented the largest source, 480 items, 25 of which constitute the Crutchfield Conformity Items (CCI). This inventory, although it has encountered only moderate success in the personality-conformity literature, has been successful in use with normal college students.

The Independence of Judgment Scale was also included. This particular group of 22 items together with the CCI, has proven to be among the most promising in the discrimination of yielders from non-yielders.

The final set of items were derived from the Allport and Allport "A-S Reaction Study." This group of items were rewritten in a Yes - No format. These items were chosen with the expectancy that endorsement of an item in the ascendent direction would be associated with resistance to social influence.

The Yielding Situation

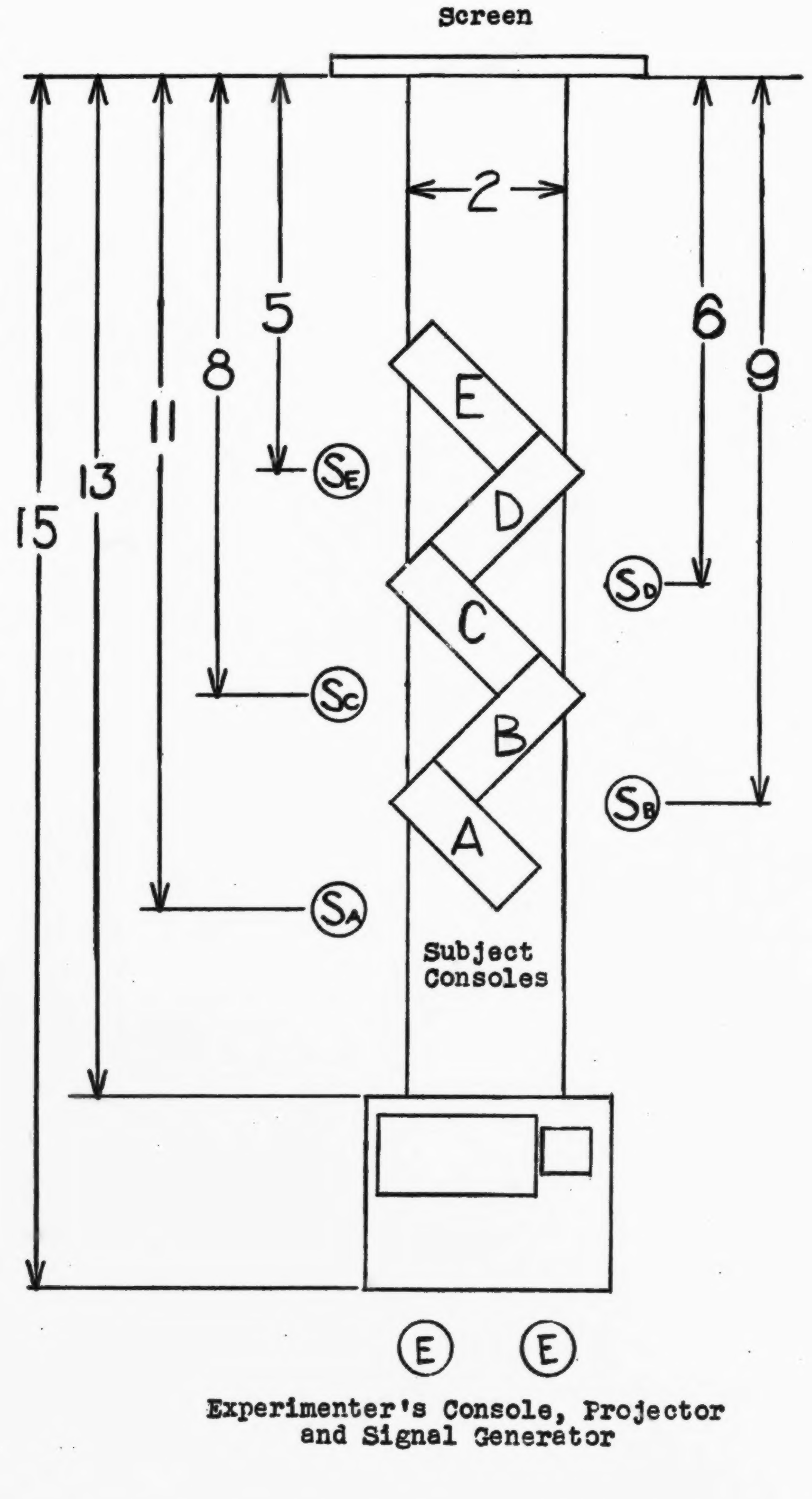
The laboratory apparatus for assigning criterion conformity scores to individuals represents a modification of the Crutchfield (1955) and Tuddenham equipment (1956). The apparatus is fully described in Appendix B.

Subjects participated in small groups, five in number. Inasmuch as the apparatus required the presence of five subjects, accomplices were employed to complement the groups in the event that there were less than five subjects on a given occasion. The time required for 34 trials and a preliminary brief orientation period was approximately 25 minutes.

A schematic representation of the laboratory seating appears below in Figure 1. All subject consoles were clamped in a fixed position. The room was in darkness except for the consoles, projector, and an experimenter's desk lamp required for the recording of responses.

The reader will note that the positions of subjects varied from five to eleven feet in distance from the screen. A question arose about the influence of chair position on the yielding response. An analysis of variance was carried out on samples of 15 persons in each of five groups representing the five chair positions. These subjects were drawn randomly from a total of N laboratory occasions where no accomplices were employed and all chair positions were filled with "real" subjects. The analysis is reported in Table 1. It shows essentially that chair position does not influence yielding behavior.

Upon entering the laboratory, subjects were involved in two preliminary tasks. The purposes of these tasks were to maintain the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D
C
B
A
S_E
S_D
S_C
S_B
S_A
Subject Consoles
E
E
Experimenter's Console, Projector and Signal Generator

Figure 1. Schematic Drawing of Laboratory Arrangement

Table 1

Analysis of Variance for Subject Position in Laboratory Setting

Source of Variation	Sum of Squares	df	Mean Square	F	p
Between groups	28.99	4	7.25	.434	NS
Within group	1169.55	70	16.70		
Total	1198.54				

deception that the study was devoted to individual differences in visual skills. Furthermore, they also served to reassure the subject that his visual abilities were adequate for the subsequent performance required of him. The first task required S to respond to a Snellen eye-chart which was placed 18 feet from him. The subject read with both eyes, and with eye glasses if he customarily wore them, a line which required 20/25 vision at 20 feet. The second task consisted of the requirement that the subject count the number of lines in a stimulus figure. It is of interest to note here that Tuddenham (1956) reports that yielding is unrelated to visual acuity.

Each subject was then seated before a small console 19x19x9 1/2 inches (See Figure 2). The consoles were constructed in such a way that a subject was unable to view the display panel of any other subject. The panel was composed of ten columns of lights. The first column of five lights under the control of E, indicated to the subject his turn to respond. On non-critical trials, order of response was varied. On critical trials, all subjects responded in the fifth position, having been led to believe that the experimenter's simulated responses were those of the other subjects. Subjects were instructed that they would have an opportunity to respond from all positions. The nine remaining columns represented judgments as they were made by other subjects who preceded and followed.

The experimenter's console 25x25x12 1/2 inches (See Figure 3) was composed of a set of lights which represent each subject's response position, five rotary switches for the assignment of a subject's response position, a switch utilized on critical trials which prevents

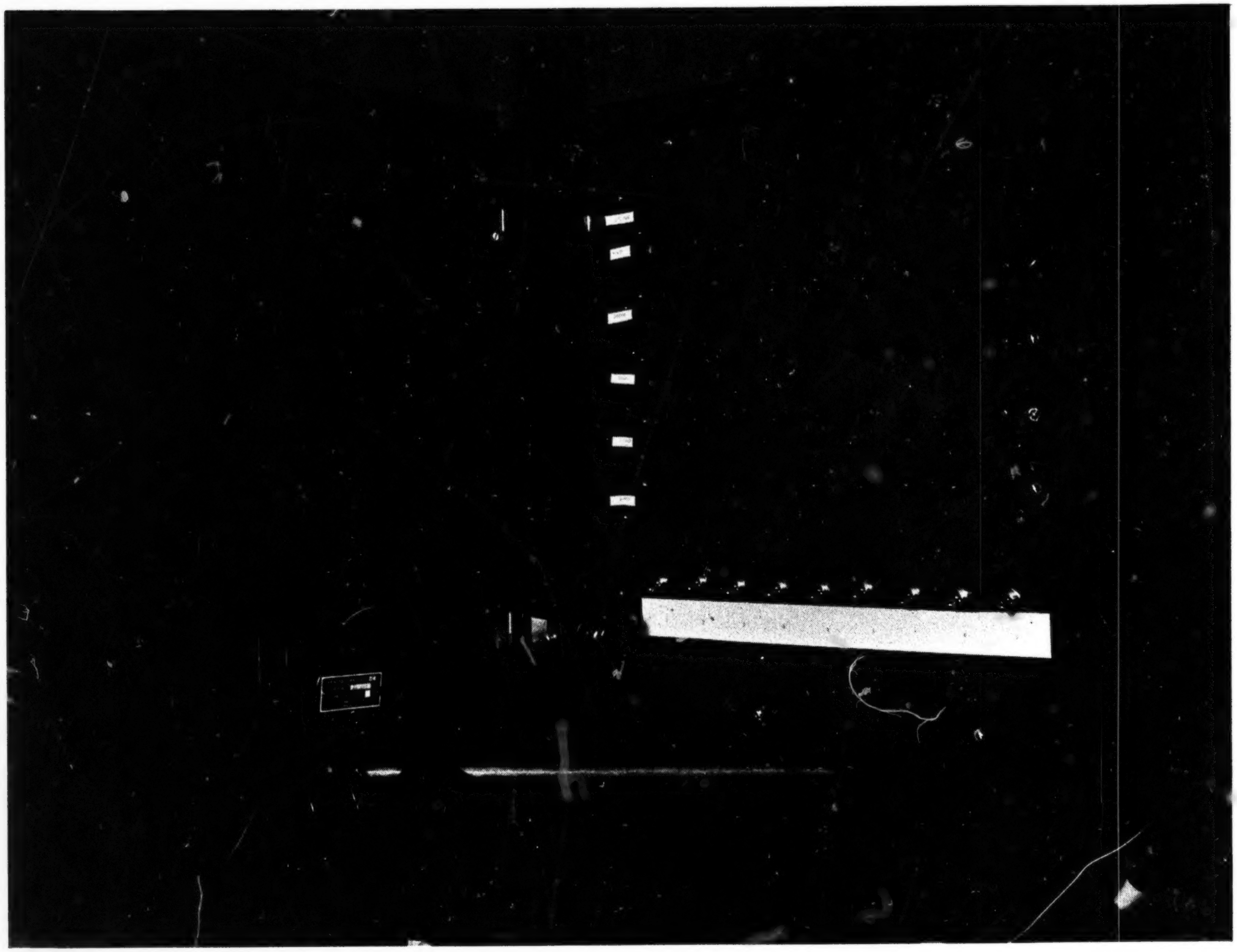


Figure 2. The Subject's Console

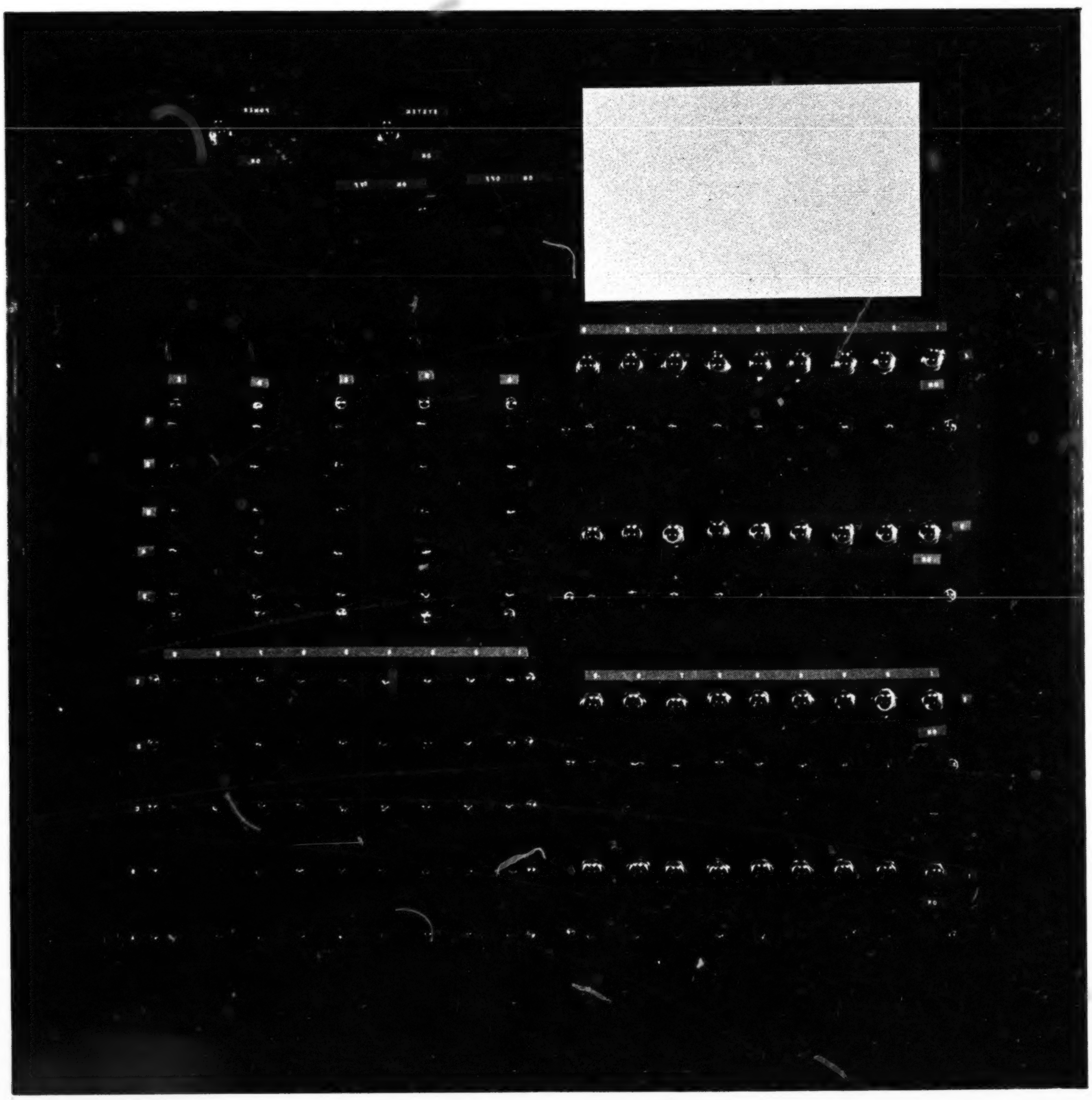


Figure 3. The Experimenter's Console

the communication of a subject's responses to other subjects, and a set of 36 switches employed in the communication of simulated judgments in critical trials.

The laboratory sequence consisted of the following steps. Subjects were seated before a console and given a short orientation describing their task requirements. Next, headphones were placed in position and the following detailed instructions were communicated to the subject via the headphones:

> Let me describe what your job will be here this evening. You will see projected on this screen a series of slides on which there are drawings like this (Project Sample). The question is: "Which of the numbered diamonds is the same size as the unnumbered one?" You will notice that there are nine diamonds to choose from. Now look at the panel in front of you. Across the bottom of the panel, you see nine switches labeled 1 through 9. You will use these switches to indicate your answers. When I call on you, you will indicate your answer by turning on the switch numbered the same as the diamond you choose. Be as accurate as you can in making your choices, trying each time to give the correct answer.
>
> You must answer in turn to avoid any possible confusion in my recording. It is extremely important to await your turn before switching on your answer. The light on the left of your panel tells you which is your turn. Sometimes you will answer first, sometimes second and so on. The other lights which are controlled by the switches, serve as signals to tell you when it is time to take your turn. For example, if the 4th light in the extreme left column of lights is on, you are fourth in turn and you are to wait until lights in rows 1, 2, and 3, come on before you push your switch.
>
> Now lets try it --
>
> Mr. A. - Your light should be on in row one -- so you are first to answer. Choose the diamond that is the same size as the unnumbered one -- now find the switch with the corresponding number and push it up. Fine -- Now all your panels should show us Mr. A's response.
>
> Mr. B. - Your light should be on in row two -- so you are second to answer -- make your choice -- and push the corresponding switch.

Mr. C

Mr. D

Mr. E

All of you should still have a switch in the on position. Please return them to an off position. Please move them gently and carefully. Please don't let them snap off. This is important for proper recording and will increase the life of the equipment.

On real trials a ready signal, a tone, will precede the slide by several seconds and will run through the whole period during which the slide is exposed.

Ok -- Let's just review this. Your job is this ----

1. Look at the left hand column and see what row your light is in. That tells you when it's your turn to answer.
2. Then wait until it is your turn -- you will know when it is your turn by watching the other person's answers indicated on your panel.
3. Push the switch that corresponds to your choice on the screen.

That's it simply -- Let's have one more sample -- I think that in most cases you will be able to make your judgments easily -- Please remember to work the switches gently.

The complete laboratory instruction has now been described.

An ethical question arose about the deception involved in simulating norms whereby individuals are led to believe that their perceptions are at variance with the perceptions of others. Considerations of possible personal harm to subjects and considerations regarding the security of the deception led to a deliberate decision not to reveal the laboratory manipulation. No untoward effects were observed.

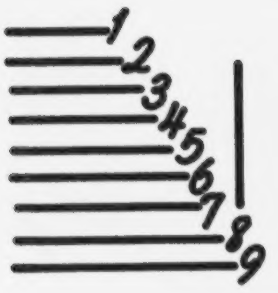
The Stimulus Materials

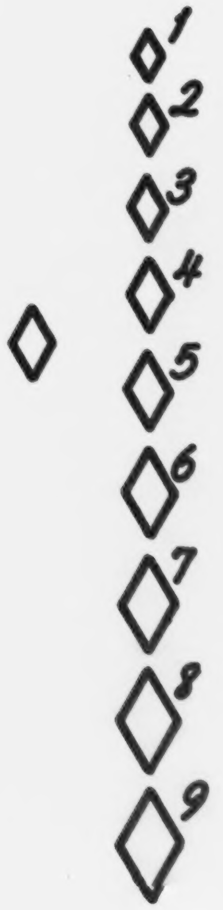
The stimulus materials represented line drawings of circles, square, triangles, and diamonds. Each image presented a standard unnumbered stimulus and nine numbered alternatives. These alternatives corresponded to the nine numbered response switches on each of the subject consoles. The standard stimulus was varied in size from 5/8" to 1/4", and in some instances, by intervals of five degrees. The position of the standard stimulus relative to the comparison figures was varied as well: that is, above, below, to the left and to the right of the comparison stimuli. The stimulus materials employed in the study were similar to the visual items developed by Tuddenham (1956). Figure 4 provides the reader with representation of the stimulus materials.

Ten critical trials were embedded in 24 non-critical trials in a quasi-random fashion where the single restriction on randomness was that two critical trials could not occur consecutively. The reader will note again that on the ten critical trials, all subjects were in the fifth position.

Pilot work identified the group of ten critical items. All 34 stimulus figures were administered to a group of 30 subjects. On the basis of the performance of this pilot group, ten critical items were selected from the 34. These critical items were observed to yield modal judgments that coincided with the veridical. In order to insure some variability of response, additional restrictions were imposed on the selection of critical items. A requirement that the pilot group's distribution of scores be arrayed in more than one of the nine

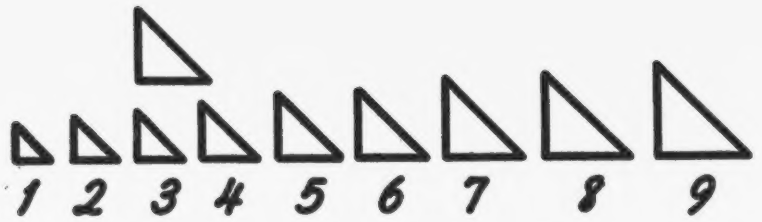
Figure 4. The Stimulus Figures in Order of Presentation



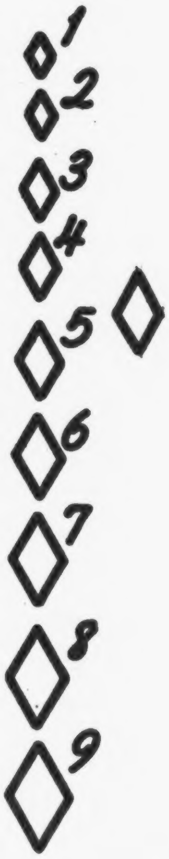


Stimulus Figure 18.

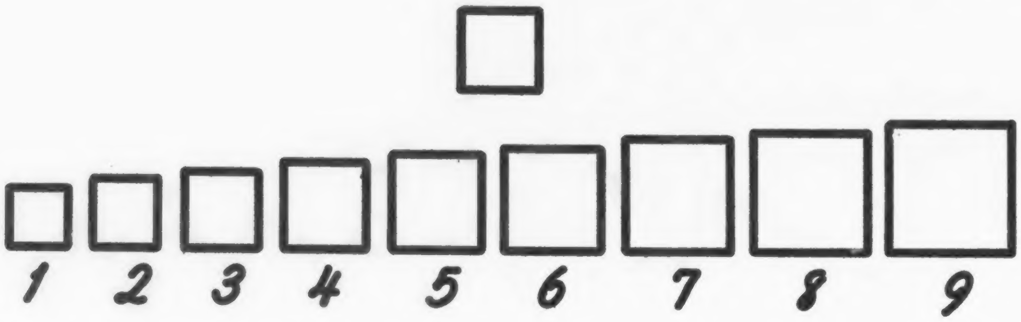
Stimulus Figure 26, Critical Trial 1.



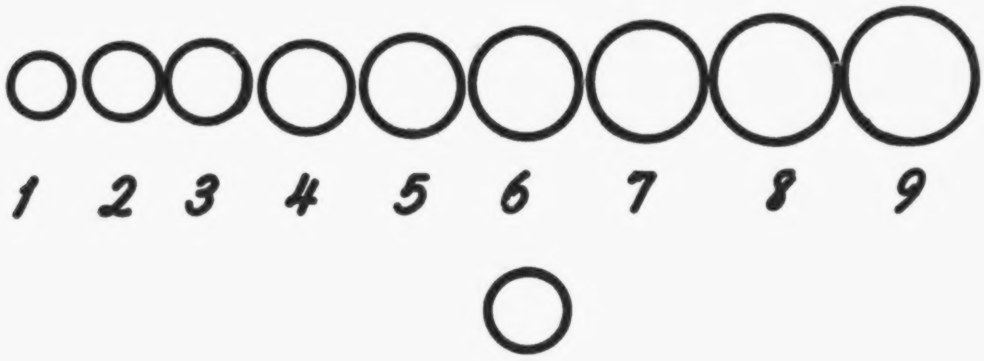
Stimulus Figure 8.



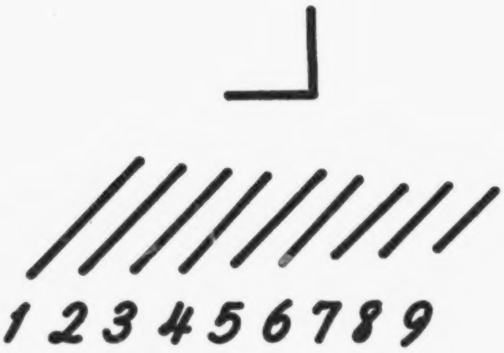
Stimulus Figure 16.



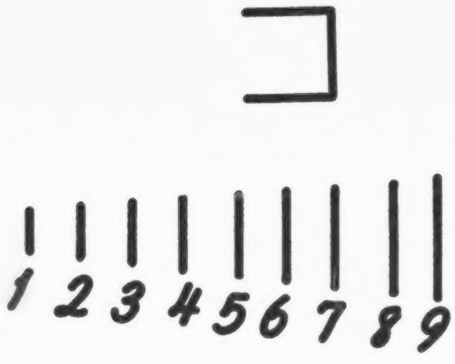
Stimulus Figure 30.



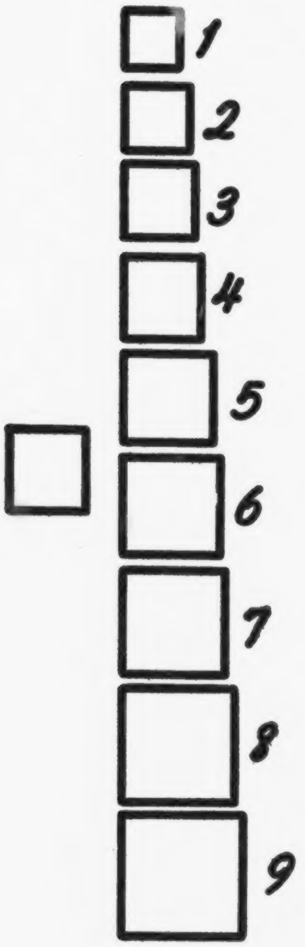
Stimulus Figure 1, Critical Trial 2.



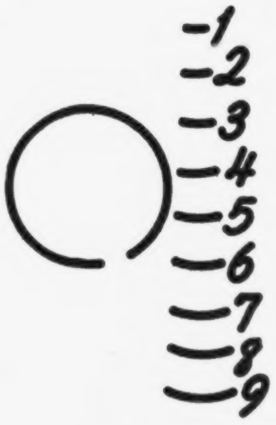
Stimulus Figure 6.



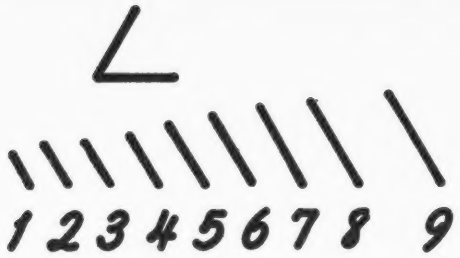
Stimulus Figure 24, Critical Trial 3.



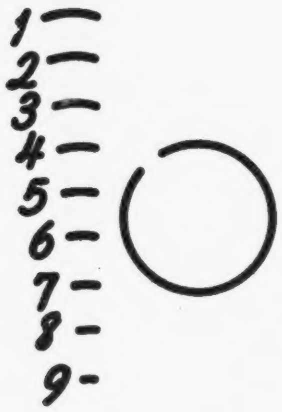
Stimulus Figure 20.



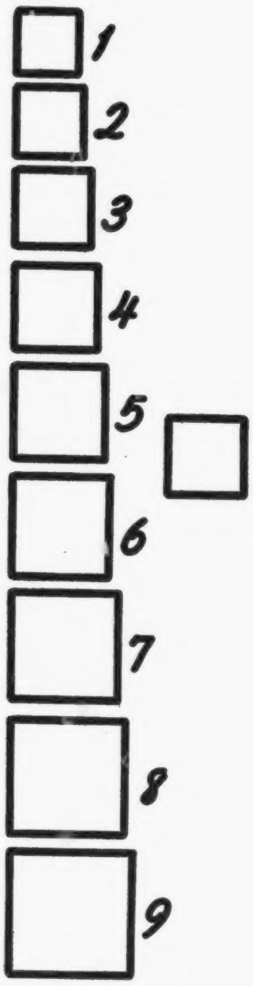
Stimulus Figure 33.



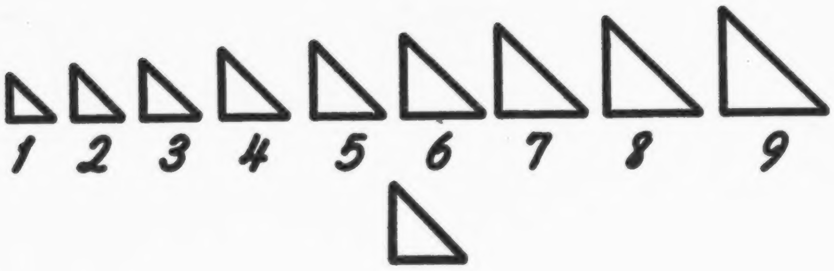
Stimulus Figure 2.



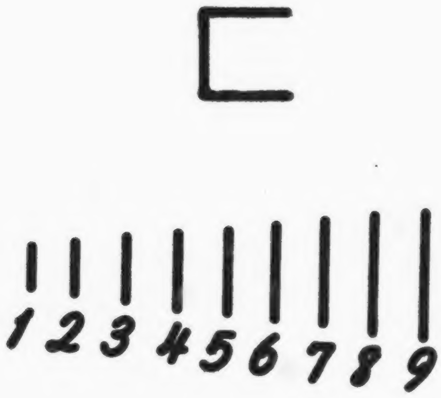
Stimulus Figure 7, Critical Trial 4.



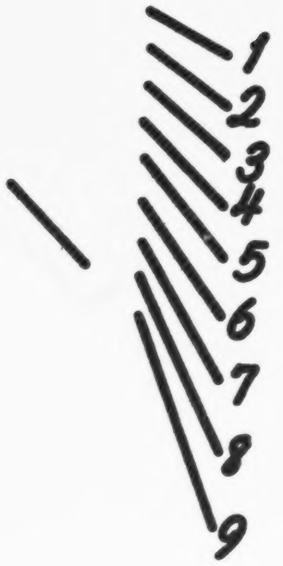
Stimulus Figure 34.



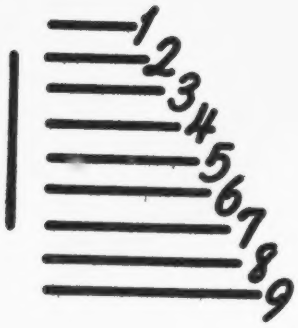
Stimulus Figure 17.



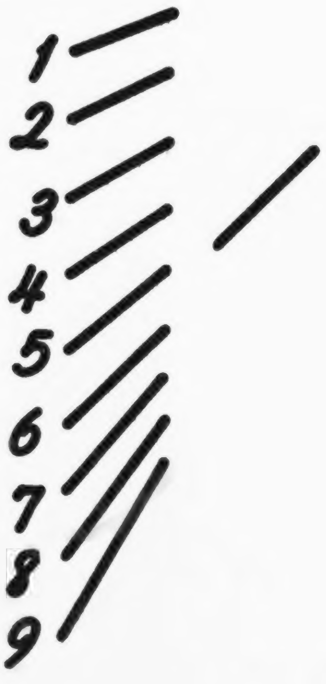
Stimulus Figure 13.



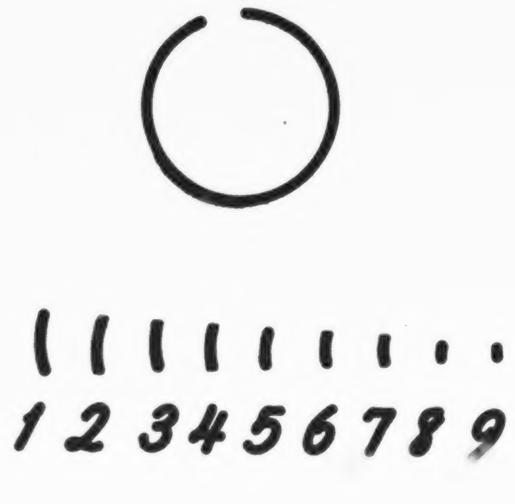
Stimulus Figure 11, Critical Trial 5.



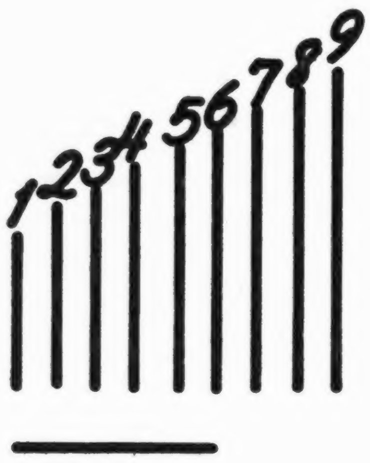
Stimulus Figure 4.



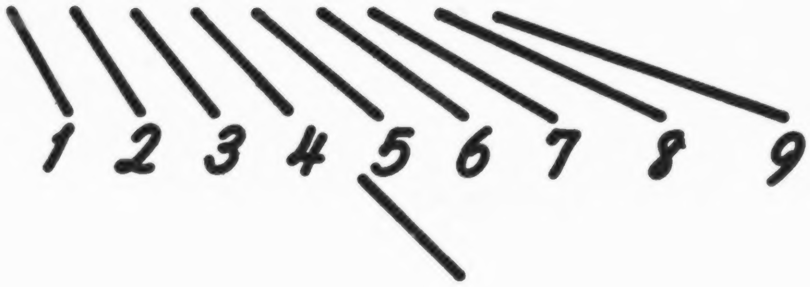
Stimulus Figure 3.



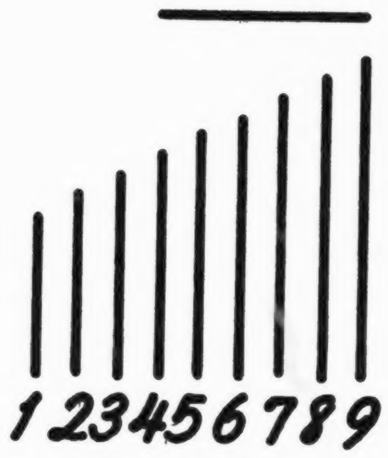
Stimulus Figure 29.



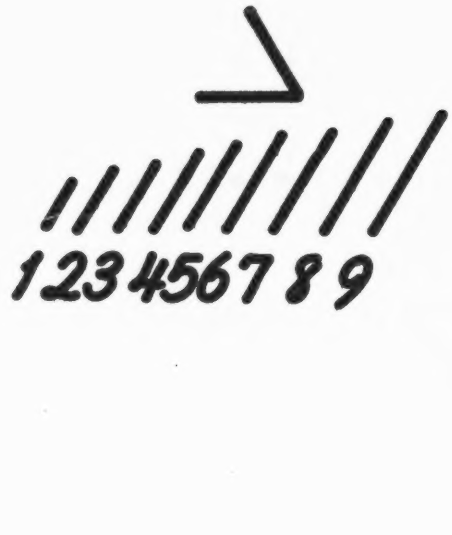
Stimulus Figure 21, Critical Trial 6.



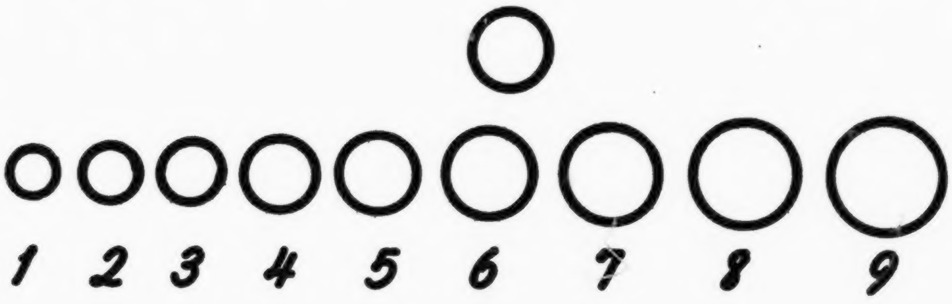
Stimulus Figure 28.



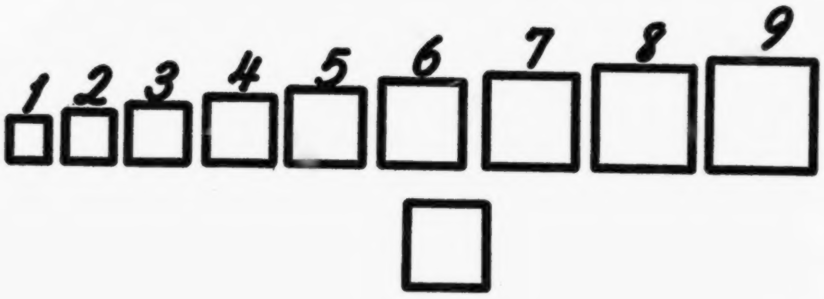
Stimulus Figure 9.



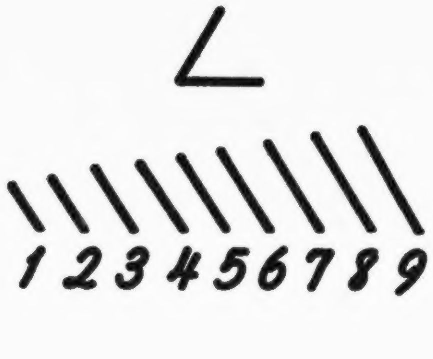
Stimulus Figure 12, Critical Trial 7.



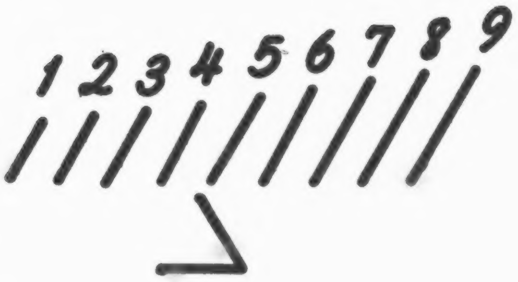
Stimulus Figure 14.



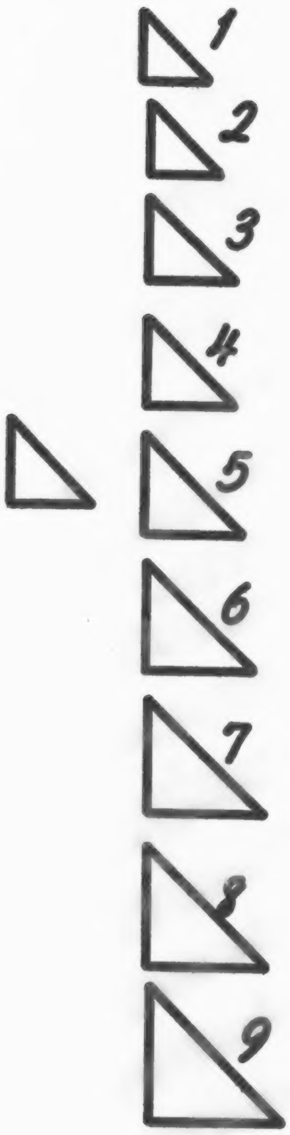
Stimulus Figure 22.



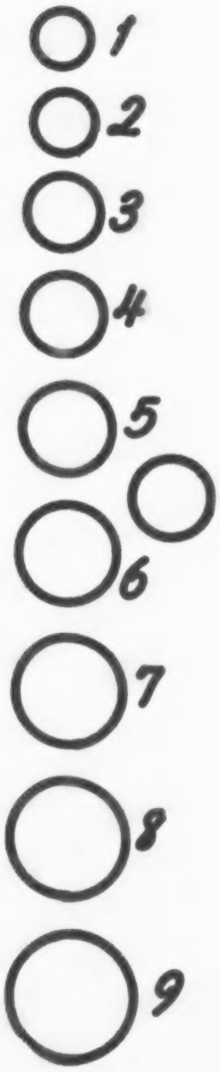
Stimulus Figure 23, Critical Trial 8.



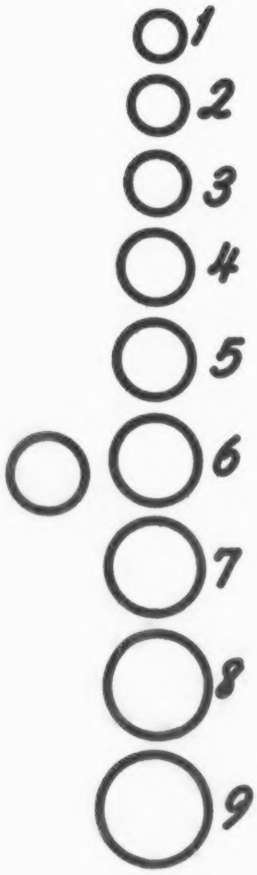
Stimulus Figure 15.



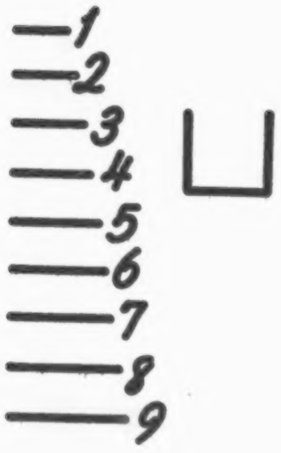
Stimulus Figure 31.



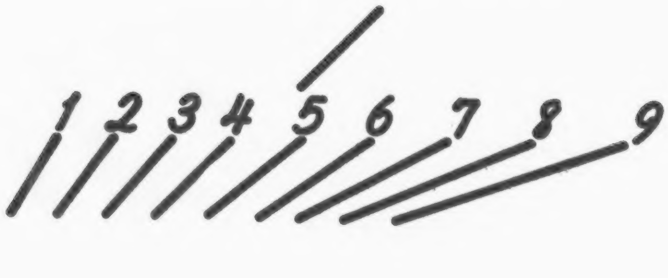
Stimulus Figure 27.



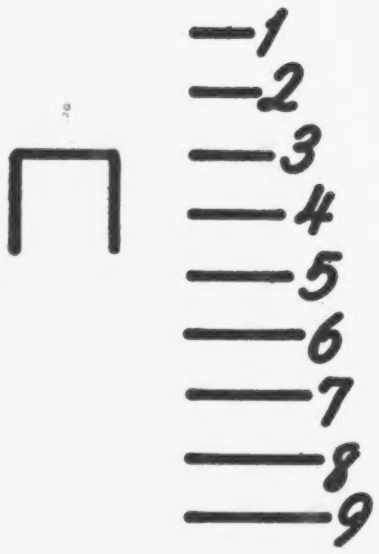
Stimulus Figure 5.



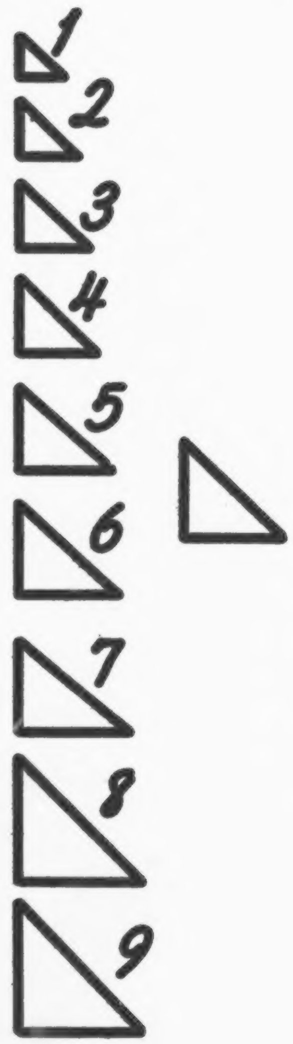
Stimulus Figure 10, Critical Trial 9.



Stimulus Figure 32.



Stimulus Figure 19, Critical Trial 10.



Stimulus Figure 25.

response classes, but less than five, with no single class containing more than two-thirds of the group's judgments, was employed.

Table 2 summarizes the pilot study providing for each critical trial, the veridical and modal response, and the selected simulated norm (SN).

The designation of a switch position for the SN followed the suggestions of Tuddenham (1956). The switch position containing the 93rd percentile of the pilot group's distribution of scores was identified for each critical trial. The position of the simulated norm was established by adding two switch positions to the switch number of the 93rd percentile. Thus, the SN could be construed as a deviant response since less than one percent of the pilot population perceived it as the veridical response. This technique for designating the SN introduced some variability in the number of switches that deviated from the modal and veridical responses. Although the position of the critical items in the laboratory series was determined in a quasi-random fashion, the ordering of these items took into account the variability in distance from veridicality. Thus the critical item with the fewest switch deviations from veridicality was placed earliest in the series and the item with the most deviations was placed last. This arrangement was employed so that subjects would not be confronted early in the series with a startling discrepancy between their judgment and the simulated norm.

Table 2

Distribution of Responses for All Laboratory Trials in Pilot Group (N = 30)

Trial Number	Critical Trial Number	1	2	3	4	5	6	7	8	9
1			13	17*						
2					4	16	10			
3							28	1	1	
4						1	1	9	15	4
5					16	14				
6			1	2	4	6	10	5	2	
7	2				SN**	2	4	17	7	
8							19	9	2	
9		2	15	11	2					
10	6		SN		7	17	6			
11	3			5	18	5	2	SN		
12	5				10	15	5		SN	
13					4	10	13	3		
14					15	15				
15			4	11	13	2				
16						2	27	1		
17						14	15	1		
18					1	12	10	6	1	
19	7				1	18	7	4		SN

Table 2 (Continued)

Trial Number	Critical Trial Number	1	2	3	4	5	6	7	8	9
20				6	$\underline{23}$	1				
21	4	1	8	$\underline{17}$	4		SN			
22					7	21	$\underline{2}$			
23				3	$\underline{15}$	11	1			
24	1			SN		10	$\underline{14}$	6		
25						20	$\underline{10}$			
26					$\underline{17}$	12				
27				5	$\underline{24}$	1				
28				6	$\underline{21}$	2	1			
29				8	6	$\underline{9}$	4	3		
30				24	$\underline{6}$					
31			1	$\underline{24}$	5					
32				8	$\underline{20}$	2				
33		$\underline{13}$	14	3						
34			2	$\underline{22}$	6					

* ___ Indicates Veridical Response

** SN Indicates Simulated Norm

The Yielding Score

A yielding score was assigned to each individual by summing the total number of switches deviating from the veridical-modal response in the direction of the simulated norm across all critical trials.

It was, then, considered important to examine the characteristics of the critical items which were combined to produce the yielding score. Therefore, aspects of homogeneity and stability for the yielding score were investigated.

Bi-serial correlations for an N of 70 drawn randomly from the total population were computed between performance on each time and total score. Their correlations together with the item splits (proportions of subjects and conformity and remaining independent) are reported below in Table 3. An examination of the table reveals that all of the items were related in a highly significant way to the total conformity score and therefore justification exists for combining performance on the items into a single score. However, since the item splits on the first, second and eighth items were greater than 70 and 30 percent, these items were not employed in the assignment of the yielding score. In the present study, therefore, an individual's yielding score is defined as the total number of deviations from veridicality in the direction of the simulated norm for items three, four, five, six, seven, nine, and ten.

On the issue of stability of yielding scores, a tetrachoric correlation of .45 is observed between performance on the third and ninth critical items on the classification yielding and non-yielding. This suggests that some stability inheres in the conformity response across trials.

Table 3

Item (Critical Trial) Total Score Bi-Serial Correlations for the Critical Items Including Observed Proportions of Conforming and Non-conforming Responses (N = 70)

Critical Item Number	Correlation *	Conformity Non-conformity Percentages
1	.51	24-76
2	.74	20-80
3	.71	51-49
4	.94	47-53
5	.58	41-59
6	.62	53-47
7	.86	39-61
8	.76	29-71
9	.56	34-66
10	.52	41-59

* All correlations are significant well beyond the .01 level.

For the purposes of personality item selection, the raw yielding scores were normalized on the assumption that yielding behavior is normally distributed in the population. (See Table 4).

Analysis of Data

The data were reproduced on IMB cards and were examined on an IBM 7074 computer by an item-analysis program developed by Examination Services and Instructional Services, The Pennsylvania State University. The program output yielded bi-serial correlations between endorsement of an item and criterion scores.

For the purposes of item selection and cross-validation, the 243 subjects were assigned to three groups of 96, 97, and 50 in the following manner. The group of 50 was randomly selected from the total population to serve as the factor validation group. The remaining 193 subjects were ordered on the basis of their conformity scores and then assigned to two groups on an ABBA basis. In this manner a high degree of similarity was achieved between the two distributions of scores. These latter two groups constituted the empirical item selection group and the cross-validational group.

Table 4

Distribution of Raw Scores, Cumulative Frequencies and Transformed T-Scores (N = 243)

Raw Score	Distribution of Raw Scores	Cumulative Frequency	T-Score
22	0	243	83
21	1	243	83
20	0	242	76
19	0	242	76
18	2	242	76
17	1	240	73
16	0	239	73
15	1	239	72
14	8	238	70
13	3	230	66
12	7	227	65
11	2	220	63
10	7	218	63
9	10	211	61
8	15	201	59
7	4	186	57
6	17	182	57
5	29	165	55
4	29	136	52
3	40	107	48
2	36	67	44
1	25	31	39
0	6	6	30

$\bar{X} = 5.08$ $s^2 = 15.11$

Chapter III

RESULTS AND DISCUSSION

This chapter represents a summary of the results obtained in the effort to adduce personality factors associated with yielding behavior.

The plan of the study entailed empirical item selection against a conformity criterion, cross-validation of these items, and a factor analytic investigation of replicated items to identify dimensions of personality.

Results

The program yielded bi-serial correlations for the two groups of subjects, that is, for the item selection group and the cross validational group. The significance of the bi-serial correlation under the conditions that the exact sampling distribution is not known was estimated by the method of R. F. Tate as reported by Walker and Lev (p. 269, 1953) and is approximately .20 for an N of 100. A complete summary of all item-criterion bi-serial correlations for both samples of N = 96 and N = 97 appears in Appendix A.

Table 5 summarizes those items that have successfully withstood cross-validational procedures. Inasmuch as the correlations were all in the positive direction, an investigation of the relationship between acquiescence and conformity was undertaken. For a sample of 70 persons,

Table 5

Cross-Validated Items

Item Number	Item Statement	Bi-Serial Correlation (N = 96)	Bi-Serial Correlation (N = 97)
60	I am embarrassed by dirty stories.	.20	.21
135	I much prefer symmetry to asymmetry.	.25	.34
201	I would have been more successful if people had given me a fair chance.	.36	.32
282	I believe women should have as much sexual freedom as men.	.20	.35
321	I would like to be a soldier.	.36	.31

drawn randomly from the total subject population, a Pearson product-moment correlation of -.03 was observed. Acquiescence was measured by number of positive endorsements in the first 300 personality items.

In addition, tetrachoric intercorrelations of the items which withstood validation were undertaken. They are reported below in Table 6.

Inspection of these relationships do not suggest any single underlying dimension. However, because of the limited reliability of the tetrachoric correlation, interpretations must necessarily be cautious. Subsequent studies might employ these items as a point of departure by elaborating on the item themes represented here.

Because of the dearth of replicated items, factor analytic procedures could not be implemented. The study then constituted a failure in the effort to identify personality factors operating in yielding behavior.

The effort to establish a relationship between yielding and personality by examining the Independence of Judgment Scale items and Crutchfield Conformity items, as scales, encountered a similar fate. The findings on two samples of 50 each drawn randomly from the total subject population is summarized below in Table 7.

Discussion

The current status of the personality-conformity literature suggested the research strategy undertaken here. The equivocality, the inconclusiveness, and the only occasional and isolated positive

Table 6

Tetrachoric Intercorrelations for Validated Items [*]

(N = 70)

	Item 60	Item 135	Item 201	Item 282	Item 321
Item 60					
Item 135	.05				
Item 201	-1.00 [**]	-.03			
Item 282	- .08	-.03	.26		
Item 321	.21	.16	.52	-.03	

[*] Items are given in Table 5.

[**] This correlation is spurious because of absence of observations in one of the cells.

Table 7

Correlations Between Barron Independence of Judgment Scale (IJS), Crutchfield Conformity Items (CCI) and Conformity in Two Samples

	I (N = 50)	II (N = 50)
IJS	.278*	.096
CCI	.150	.139

$^{*}p < .05$

results relating personality to yielding behavior dictated the need for a basic study devoted to the identification and validation of personality factors present in the yielding situation.

The study reported here was one that responded to this need. Stringent requirements such as large groups of subjects, cross-validation of personality items, and a validation of extracted factors represented the original intent of the study. The study, despite its failure to confirm a relationship between personality and yielding, contained methodological attributes generally not found in the personality-conformity literature. One may speculate that some of the significant findings reported elsewhere failed to appear here because of these vigorous methodological demands.

In view of the negative results, the present study also does not afford an unequivocal answer to the question of personality factors operating in conformity behavior. The finding that only a few items are sustained in cross-validation, makes it impossible to decide whether the negative outcome was a result of the unreliability of the personality items, or represents a disconfirmation of the guiding hypothesis that personality accounts for part of the variance in conformity behavior.

The position taken here is that it is indeed difficult to conceive of social situations, such as the conformity setting, as not having personality components. That position would be alien to the psychologist who readily recognizes that social behavior always represents an interaction between the personality organization of the individual and the demands of the environment. Therefore, to dismiss personality or social needs of the individual as a determinant of behavior is to assert a wholly mechanistic position where there are no individual differences and where the stimulus completely determines the response. In other words, it seems more reasonable to believe that the lack of an observed relationship is due to the unreliability of an item, rather than the lack of any true relationship.

On the other hand, one might argue that the five items found to be related to conformity are not only very reliable but are also representative of some facets of the personality of the conformist. Then, it would therefore appear worthwhile in future research to pursue the development of items similar to those reported above in Table 5 and assess their relationship to yielding behavior.

The primary intent of the study was to identify the dimensions of personality present in the conformity situation, and not to construct an inventory for discriminating yielders from non-yielders. However, the possibility that unreliable individual items grouped and examined as a single inventory score might discriminate yielders from non-yielders could not be overlooked.

Therefore, another cross-validational study was undertaken. Sixty-seven items had been identified in the initial item selection sample as significantly related to conformity. Individuals in the second cross-validational sample were given a score based on their responses to these 67 items. These scores were then correlated with conformity and the observed correlation was -.06. Consequently neither single items nor the inventory score yielded significant relationships with conformity.

Further research might consider other techniques of assessing personality. These might well include peer ratings, standardized situations, objective performance tests, and observer ratings of interpersonal behavior.

In addition to the issue of the unreliability of personality measurements, one must also consider the problem of intensity of situational demands. There are instances no doubt where these demands are so great that individual differences in personality have no impact on outcomes. A crude analogy would be the assessment of prize-fighters' abilities to withstand blows of an opponent by hitting them with a sledge hammer. All the prize fighters would fall down.

Consequently, in investigations of individual differences, situations must be selected that permit differences to emerge. In psychophysics, for example, individual differences in weight discrimination do not emerge when the discrimination task is made too difficult. A range of acceptable difficulty must be found. Possibly, more subtle situational manipulations such as a less severely distorted norm, might have yielded a different distribution of scores which then, in turn, could have been related to personality measures.

Selection of the simulated norm, of course, represents the keystone of this kind of conformity research. The simulated norm must be chosen so that it is beyond the limits of acceptable error, but at the same time not absurd.

Another point seems worth noting. An examination of the percentages of individuals in the total sample yielding consistently on all seven trials, six trials, five trials, four trials, etc., provides the data given in Table 8. It shows that only 2 per cent of the sample conformed over all the critical trials while only 2 per cent remained independent over all trials. Fifty-eight per cent yielded on three or more critical trials.

For the most part, individuals in the conflict situation sometimes resolve the conflict in the direction of group influence, and sometimes in the direction of their own independent perceptions. While the Table gives evidence for some consistency in response, it may be of interest in future research to study vacillation in yielding and non-yielding behavior.

Table 8

Percentages of Subjects Conforming at Critical Trials
(N = 243)

Number of Critical Trials	Percentage
0	02
1	12
2	27
3	21
4	16
5	10
6	09
7	02

Chapter IV

SUMMARY AND CONCLUSIONS

The purpose of the study was to define the personality factors associated with conformity behavior, and to seek their validation. The relationship between personality and conformity, although the subject of a large literature, is not fully determined and opportunities for clarifying research existed. The study was directed towards accounting for that portion of the variance in conformity behavior which may be attributed to personality factors. Individual differences in conformity are the consequences of a wide range of variables such as intelligence, sex, age, etc., but the attention here was focused on the personality domain of conformity behavior.

Conformity behavior has been defined as the modification of a person's position on some issue, attitude, opinion, etc., as a function of social influence. Generally, there have been three major areas of research in the literature of conformity : (1) studies have been directed toward specifying the situational variables influencing the conformity response; (2) other research has been directed toward examining the generality of the conformity response; and (3) of prime concern here, the personality attributes of the conformist have been studied.

The research literature in this latter area is equivocal, and formed the background for the present effort to clarify the confused relationship between the personality domain and conformity currently existing in the literature.

Summary

A large pool of personality item statements(N = 257) in Yes-No format were administered to 243 males subjects who were unaware that the personality portion of the study was related to an investigation of conformity. These subjects then participated in a laboratory conformity situation. The laboratory situation represented a modified Asch (1951) situation and employed electrical communication consoles similar in construction to those of Crutchfield (1955) and Tuddenham (1956). The stimulus materials were line drawings. Subjects were required to select, in turn, one of nine comparison stimuli as being identical to a standard stimulus. On critical trials, the experimenter simulated responses such that the subject received information, apparently the responses of other subjects, contrary to his own perceptions. Scores for each subject were determined by assessing the departure from a veridical perception in the direction of the experimenter's simulated norm.

Subjects were then constituted into three groups of 96, 97, and 50 persons. The first two groups represented an empirical item-selection group with laboratory performance serving as the criterion and a cross-validation group respectively. The latter group of 50 persons was held in abeyance for validating factor scores derived from a factor analysis of the replicated items. However, factor analytic investigation could not be pursued because of the failure to identify a significant number of replicated items.

A theoretical discussion of the implications of the failure was undertaken and suggestions for further study offered.

Conclusions

The study constituted a failure to establish relationships between the personality domain and conformity behavior. However, reliable individual difference in conformity were in evidence.

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APPENDIX A. Item sources and bi-serial correlations for both validational groups.

APPENDIX A

Item Sources and Bi-Serial Correlations for Both Validational Groups

Item Number	Item Source*	Item	N=96	N=97
1	G	I usually expect to succeed in things I do.	-.120	.051
2	G	I think I would like the work of a librarian.	-.112	.070
3	G	I should like to belong to several clubs or lodges.	.006	.206
4	G	I fall in and out of love rather easily.	-.435	.161
5	G	If I am not feeling well I am somewhat cross and grouchy.	.245	.005
6	G	I often feel as if the world was just passing me by.	-.013	.208
7	G	I tend to be on my guard with people who are somewhat more friendly than I had expected.	-.007	.014
8	G	I become quite irritated when I see someone spit on the sidewalk.	-.047	-.088
9	G	I gossip a little at times.	-.119	-.120
10	G	In most ways the poor man is better off than the rich man.	.051	.275
11	G	It takes a lot of argument to convince most people of the truth.	.015	.211
12	G	I think I would like the work of a dress designer.	-.055	-.077

Item Number	Item Source	Item	N=96	N=97
13	G	When a person "pads" his income tax report so as to get out of some of his taxes, it is just as bad as stealing money from the government.	-.207	-.163
14	G	When in a group of people I have trouble thinking of the right things to talk about.	.008	.004
15	G	The thought of being in an automobile accident is very frightening to me.	-.159	-.025
16	G	It makes me angry when I hear of someone who has been wrongly prevented from voting.	-.130	-.117
17	G	Most people worry too much about sex.	-.109	.061
18	G	Before I do something I try to consider how my friends will react to it.	-.247	.205
19	B	I don't understand how men in some European countries can be so demonstrative to one another.	.022	.178
20	G	I would rather be a steady and dependable worker than a brilliant but unstable one.	-.019	.082
21	G	I would like to hear a great singer in an opera.	-.184	-.109
22	G	Most of the arguments or quarrels I get into are over matters of principle.	-.080	-.045
23	G	I like tall women.	.035	-.041
24	G	I have strange and peculiar thoughts.	-.012	.047

Item Number	Item Source	Item	N=96	N=97
25	G	Some of my family have quick tempers.	.177	.084
26	G	I wake up fresh and rested most mornings.	.071	-.046
27	G	I feel as good now as I ever have.	.028	.191
28	G	I have had blank spells in which my activities were interrupted and I did not know what was going on around me.	-.214	-.088
29	G	When someone does me a wrong I feel I should pay him back if I can, just for the principle of the thing.	.022	.054
30	CG	Compared to your own self-respect, the respect of others means very little.	.174	-.027
31	G	Every citizen should take the time to find out about national affairs, even if it means giving up some personal pleasures.	.178	-.027
32	G	I am fascinated by fire.	.152	-.030
33	G	I like adventure stories better than romantic stories.	.005	-.313
34	G	Sometimes I feel like swearing.	-.160	.297
35	G	I like to boast about my achievements every now and then.	-.306	-.103
36	G	Sometimes I have the same dream over and over.	-.115	.053
37	CG	I always follow the rule: business before pleasure.	.090	-.082

Item Number	Item Source	Item	N=96	N=97
38	B	The unfinished and the imperfect often have greater appeal for me than the completed and polished.	.063	.063
39	G	I cannot keep my mind on one thing.	.082	-.090
40	G	I prefer a shower to a bathtub.	.297	.097
41	G	I like to listen to symphony orchestra concerts on the radio.	-.011	.086
42	G	I can honestly say that I do not really mind paying my taxes because I feel that's one of the things I can do for what I get from the community.	.106	.210
43	G	Sometimes I cross the street just to avoid meeting someone.	-.123	.010
44	G	School teachers complain a lot about their pay, but it seems to me that they get as much as they deserve.	-.144	.075
45	G	It is hard for me to start a conversation with strangers.	-.020	.094
46	G	I would like to be a nurse.	.270	-.045
47	G	It is very hard for me to tell anyone about myself.	-.015	.175
48	G	Once a week or oftener I feel suddenly hot all over, without apparent cause.	-.018	-.053
49	B	I have seen some things so sad that I almost felt like crying.	.024	.175
50	G	When I get bored I like to stir up some excitement.	-.195	.228
51	G	I have very few fears compared to my friends.	-.208	.224

Item Number	Item Source	Item	N=96	N=97
52	G	I must admit that I often do as little work as I can get by with.	-.075	-.030
53	G	The average person is not able to appreciate art and music very well.	-.101	-.160
54	G	I can be friendly with people who do things which I consider wrong.	-.121	-.105
55	G	I feel sure that there is only one true religion.	-.136	.075
56	G	I would like the job of a foreign correspondent for a newspaper.	.056	.047
57	G	It's a good thing to know people in the right places so you can get traffic tags, and such things taken care of.	.128	-.063
58	G	I usually feel nervous and ill at ease at a formal dance or party.	.095	-.050
59	G	There are a few people who just cannot be trusted.	.157	.189
60	G	I am embarrassed by dirty stories.	.199	.207
61	G	I am afraid of deep water.	.125	-.040
62	G	At times I feel like picking a fist fight with someone.	.092	-.030
63	G	At times I have worn myself out by undertaking too much.	.073	.098
64	G	It is hard for me to find anything to take about when I meet a new person.	.073	.031
65	G	I enjoy a race or game better when I bet on it.	.141	.054

Item Number	Item Source	Item	N=96	N=97
66	G	I must admit I often try to get my own way regardless of what others may want.	-.105	-.004
67	CG	I often feel as though I have done something wrong or wicked.	.178	.193
68	G	I very much like hunting.	-.091	-.033
69	G	I always try to consider the other fellow's feelings before I do something.	.117	-.112
70	G	Once in a while I laugh at a dirty joke.	-.255	.083
71	CG	People pretend to care more about one another than they really do.	.087	.268
72	G	Women should not be allowed to drink in cocktail bars.	-.083	.238
73	CG	Most people are honest chiefly through fear of being caught.	.160	.166
74	G	The most important things to me are my duties to my job and to my fellowman.	.183	.264
75	G	I certainly feel useless at times.	-.241	.071
76	G	I do not always tell the truth.	-.098	.023
77	G	I consider a matter from every standpoint before I make a decision.	.118	-.080
78	G	I read at least ten books a year.	.208	.134
79	CG	I commonly wonder what hidden reason another person may have for doing something nice for me.	.087	.110
80	G	I have frequently found myself, when alone, pondering such abstract problems as freewill, evil, etc.	.178	.123

Item Number	Item Source	Item	N=96	N=97
81	G	I would disapprove of anyone's drinking to the point of intoxication at a party.	.107	.087
82	G	I would like to write a technical book.	.145	-.098
83	BCG	I like to fool around with new ideas, even if they turn out later to be a total waste of time.	-.021	.165
84	G	I doubt whether I would make a good leader.	.074	-.056
85	G	I like to be the center of attention.	-.093	-.109
86	G	When things go wrong I sometimes blame the other fellow.	.076	.224
87	G	I am often said to be hotheaded.	.159	.164
88	G	The idea of doing research appeals to me.	-.085	.095
89	G	I like to be with a crowd who plays jokes on one another.	.204	-.125
90	G	I would do almost anything on a dare.	.163	.161
91	G	Parents are much too easy on their children nowadays.	-.298	-.012
92	G	Maybe some minority groups do get rough treatment, but it's no business of mine.	.057	-.196
93	A	I find it difficult to get rid of door-to-door salesmen.	-.073	-.049
94	CG	I often think, "I wish I were a child again."	-.175	-.035
95	CG	I am very careful about my manner of dress.	.047	-.372

Item Number	Item Source	Item	N=96	N=97
96	B	I prefer team games to games in which one individual competes against another.	.156	.103
97	G	I think I would like to fight in a boxing match sometime.	-.152	.152
98	G	Sometimes at elections I vote for men about whom I know very little.	.111	-.026
99	G	I take a rather serious attitude toward ethical and moral issues.	.082	-.033
100	A	At a dull party I initiate activities to enliven it.	-.017	-.169
101	G	I seem to be about as capable and smart as most others around me.	-.242	-.043
102	G	I think Lincoln was greater than Washington.	-.186	.145
103	G	I have often met people who were supposed to be experts who were no better than I.	.172	-.057
104	G	I would like to belong to a discussion and study club.	-.168	.070
105	G	A person does not need to worry about other people if only he looks after himself.	.221	-.043
106	G	I would be ashamed not to use my privilege of voting.	.006	.228
107	G	Most people are secretly pleased when someone else gets into trouble.	-.015	.077
108	G	I like to keep people guessing what I'm going to do next.	.119	-.057
109	CG	When I meet a stranger I often think that he is better than I am.	-.015	.018

Item Number	Item Source	Item	N=96	N=97
110	G	I am certainly lacking in self-confidence.	-.105	-.050
111	G	One of my aims in life is to accomplish something that would make my mother proud of me.	-.078	.023
112	G	Sometimes I feel that I am about to go to pieces.	-.000	.203
113	G	I am so touchy on some subjects that I can't talk about them.	.185	-.016
114	G	I like parties and socials.	-.021	.036
115	G	I do not mind taking orders and being told what to do.	-.025	.076
116	G	My home life was always happy.	-.108	-.068
117	G	My way of doing things is apt to be misunderstood by others.	.116	.040
118	G	If given the chance I would make a good leader of people.	.037	-.044
119	G	My sleep is fitful and disturbed.	-.029	-.166
120	G	For most questions there is just one right answer, once a person is able to get all the facts.	-.124	.201
121	G	It makes me uncomfortable to put on a stunt at a party even when others are doing the same sort of thing.	.028	.206
122	CG	I don't like to work-on a problem unless there is a possibility of coming out with a clear-cut and unambiguous answer.	-.002	-.067
123	G	Sometimes without any reason or even when things are going wrong I feel excitedly happy, "on top of the world."	-.011	.155

Item Number	Item Source	Item	N=96	N=97
124	G	Every now and then I get into a bad mood, and no one can do anything to please me.	-.041	-.125
125	G	I have often been frightened in the middle of the night.	.039	.146
126	G	I'm not the type to be a political leader.	-.012	-.074
127	G	The trouble with many people is that they don't take things seriously enough.	-.176	.024
128	A	As a youngster I was a "goat" or the "butt" of jokes.	.087	-.018
129	G	I work under a great deal of tension.	.150	-.154
130	G	There seems to be a lump in my throat much of the time.	-.059	-.022
131	G	My skin seems to be unusually sensitive to touch.	-.009	.067
132	G	I would be very unhappy if I was not successful at something I had seriously started to do.	-.061	.095
133	G	The man who provides temptation by leaving valuable property unprotected is about as much to blame for its theft as the one who steals it.	-.341	.082
134	G	I often think about how I look and what impression I am making upon others.	-.095	.164
135	G	I much prefer symmetry to asymmetry.	.251	.335
136	G	I get nervous when I have to ask someone for a job.	-.010	.053

Item Number	Item Source	Item	N=96	N=97
137	G	My parents wanted me to "make good" in the world.	-.002	.026
138	G	Any man who is able and willing to work hard has a good chance of succeeding.	.044	.247
139	G	I would be willing to give money myself in order to right a wrong, even though I was not mixed up in it in the first place.	-.081	.022
140	G	When I am feeling very happy and active someone who is blue or low will spoil it all.	-.069	-.023
141	G	I sweat very easily even on cool days.	.066	-.123
142	G	People who seem unsure and uncertain about things make me feel uncomfortable.	-.113	-.111
143	G	People often talk about me behind my back.	.063	.149
144	G	Even though I am sure I am in the right, I usually give in because it is foolish to cause trouble.	-.081	-.037
145	G	Society owes a lot more to the businessman and the manufacturer than it does to the artist and the professor.	.135	-.137
146	G	No one seems to understand me.	.063	.129
147	G	If I get too much change in a store, I always give it back.	-.021	.125
148	B	Science should have as much to say about moral values as religion does.	-.006	.090
149	G	I like to read about science.	.212	-.032

Item Number	Item Source	Item	N=96	N=97
150	G	I must admit I am a pretty fair talker.	-.069	.082
151	G	A strong person will be able to make up his mind even on the most difficult questions.	.244	-.016
152	G	I find it easy to "drop" or "break" with a friend.	-.093	-.062
153	G	I like to eat my meals quickly and not spend a lot of time at the table visiting and talking.	-.014	-.069
154	A	If lost on an automobile trip with friends, I make the suggestion as to what road to follow.	-.214	.002
155	G	I usually try to do what is expected of me, and to avoid criticism.	-.105	.179
156	G	Most of the time I feel happy.	.045	-.091
157	G	I have strong political opinions.	.083	-.097
158	G	I dislike to have to talk in front of a group of people.	.016	.227
159	A	I take an active part in assisting at the scene of an accident.	-.111	-.055
160	G	I would fight if someone tried to take my rights away.	.040	.112
161	G	If I saw some children hurting another child, I am sure I would try to make them stop.	.078	.009
162	G	I get all the sympathy I should.	-.017	-.077
163	G	My table manners are not quite as good at home as when I am out in company.	-.051	.000

Item Number	Item Source	Item	N=96	N=97
164	G	From time to time I like to get completely away from work and anything that reminds me of it.	.125	.220
165	G	I must admit I have no great desire to learn new things.	.283	.127
166	G	When a man is with a woman he is usually thinking about things related to her sex.	-.251	-.132
167	G	I had my own way as a child.	.064	-.249
168	G	I have a natural talent for influencing people.	.103	-.070
169	G	I like to read about history.	-.075	.294
170	G	I dread the thought of an earthquake.	-.132	.063
171	A	If someone tries to push ahead of me in line, I tell him off.	.192	.014
172	G	The members of my family were always very close to each other.	.366	.174
173	CG	A person needs to "show off" a little now and then.	-.162	-.114
174	G	I feel uneasy indoors.	.037	-.002
175	G	People have a real duty to take care of their aged parents, even if it means making some pretty big sacrifices.	-.056	-.102
176	G	I find that a well-ordered mode of life with regular hours is congenial to my temperament.	-.223	-.014
177	G	Most people inwardly dislike putting themselves out to help other people.	-.022	-.147

Item Number	Item Source	Item	N=96	N=97
178	G	Almost every day something happens to frighten me.	.072	-.083
179	G	I have used alcohol excessively.	-.093	-.066
180	G	My parents never really understood me.	.020	.139
181	G	If the pay was right I would like to travel with a circus or carnival.	.048	.199
182	G	I get sort of annoyed with writers who go out of their way to use strange and unusual words.	-.090	-.011
183	G	I have more trouble concentrating than others seem to have.	.026	-.031
184	G	There are times when I have been discouraged.	.007	.247
185	G	My family has objected to the kind of work I do, or plan to do.	.162	-.001
186	A	In a store when a clerk overlooks me and waits on someone else, I call his attention to it.	.208	-.163
187	CG	I am often so annoyed when someone tries to get ahead of me in a line of people that I speak to him about it.	.129	-.061
188	G	I refuse to play some games because I am not good at them.	.186	-.221
189	A	I become irritated with bossy chairmen at meetings.	-.090	.095
190	CG	I am often bothered by useless thoughts which keep running through my head.	.111	.008

Item Number	Item Source	Item	N=96	N=97
191	G	I must admit that it makes me angry when other people interfere with my daily activity.	.013	-.102
192	G	I am a very ticklish person.	.063	-.060
193	G	I must admit it would bother me to put a worm on a fish hook.	.228	-.032
194	G	Most young people get too much education.	.000	.016
195	G	I like to talk before groups of people.	.119	-.174
196	G	I almost never go to sleep.	-.077	-.252
197	G	I do not like to loan my things to people who are careless in the way they take care of them.	-.154	.031
198	G	I have no fear of water.	.013	.072
199	G	I like to plan out my activities in advance.	-.154	.020
200	G	I like science.	.237	-.222
201	G	I would have been more successful if people had given me a fair chance.	.361	.317
202	A	I do not have patience with minor officials.	.057	-.377
203	G	I have never done any heavy drinking.	-.027	-.012
204	G	It is annoying to listen to a lecturer who cannot seem to make up his mind as to what he really believes.	-.152	-.244
205	G	I would be uncomfortable in anything other than fairly conventional dress.	.054	.060

Item Number	Item Source	Item	N=96	N=97
206	G	Even when I have gotten into trouble I was usually trying to do the right thing.	-.024	-.014
207	B	The happy person tends always to be poised, courteous, outgoing, and emotionally controlled.	.186	.106
208	G	I have reason for feeling jealous of one or more members of my family.	.061	-.010
209	A	In class I comment on other student's erroneous statements.	.090	-.243
210	G	I have been afraid of things or people that I knew could not hurt me.	-.185	.075
211	G	It is hard for me to sympathize with someone who is always doubting and unsure about things.	.021	.103
212	G	I often start things I never finish.	-.056	.054
213	G	At times I have been very anxious to get away from my family.	-.256	-.021
214	G	If people had not had it in for me I would have been much more successful.	-.112	.166
215	G	My parents were always very strict and stern with me.	.031	.267
216	G	I am bothered by people outside, on streetcars, in stores, etc., watching me.	-.067	.138
217	G	I enjoy many different kinds of play and recreation.	-.026	.158
218	G	A person is better off if he doesn't trust anyone.	-.099	-.132

Item Number	Item Source	Item	N=96	N=97
219	G	I set a high standard for myself and I feel others should do the same.	-.023	-.033
220	G	Education is more important than most people think.	-.142	.068
221	G	It is very important to me to have enough friends and social life.	-.121	.390
222	G	I sometimes wanted to run away from home.	-.063	-.016
223	G	I think I would like to belong to a singing club.	-.049	-.139
224	A	I maintain my views in conversing with older people, whom I respect, who assert opinions different than mine.	.280	-.037
225	CG	It is all right to get around the law if you don't actually break it.	-.047	.295
226	CG	Once I have my mind made up I seldom change it.	.135	-.174
227	G	I get pretty discouraged with the law when a smart lawyer gets a criminal free.	-.135	-.036
228	G	Life usually hands me a pretty raw deal.	.270	.021
229	A	I usually initiate group discussion.	.183	-.063
230	G	We should cut down on our use of oil, if necessary, so that there will be plenty left for the people fifty or a hundred years from now.	-.274	.132
231	G	I usually feel that life is worthwhile.	-.169	.322

Item Number	Item Source	Item	N=96	N=97
232	G	I have never deliberately told a lie.	.114	-.057
233	G	Lawbreakers are almost always caught and punished.	-.121	-.164
234	G	I do not read every editorial in the newspaper every day.	-.114	.075
235	G	I don't think I'm quite as happy as others seem to be.	-.012	.201
236	G	I sometimes feel that I do not deserve as good a life as I have.	-.138	.094
237	G	If I am driving a car, I try to keep others from passing me.	-.065	-.167
238	G	It bothers me when something unexpected interrupts my daily routine.	.057	.008
239	G	I must admit that I am a high-strung person.	.292	.066
240	G	When the community makes a decision, it is up to a person to help carry it out even if he had been against it.	-.166	.138
241	G	I have a great deal of stomach trouble.	.052	-.067
242	G	It seems that people used to have more fun than they do now.	.041	-.162
243	B	A person should not probe too deeply into his own and other people's feelings, but take things as they are.	-.123	.249
244	G	A strong person doesn't show his emotions and feelings.	.187	-.233
245	G	People pretend to care more about one another than they really do.	-.032	-.079

Item Number	Item Source	Item	N=96	N=97
246	G	Everything tastes the same.	.057	-.038
247	G	In school most teachers treated me fairly and honestly.	-.493	.272
248	B	What this country needs most, more than laws and political programs, is a few courageous, tireless, devoted leaders in whom the people can put their faith.	-.072	-.007
249	G	My people treat me more like a child than a grown-up.	.041	.045
250	CG	At times I have been so entertained by the cleverness of a crook that I have hoped he would get by with it.		
251	G	I often get disgusted with myself.	-.102	.122
252	G	I must admit that people sometimes disappoint me.	-.029	-.047
253	G	In school I found it very hard to talk before the class.	-.080	.190
254	G	Sometimes I feel like smashing things.	-.098	.236
255	G	Sometimes I used to feel that I would like to leave home.	-.144	.033
256	G	I have no patience with people who believe there is only one true religion.	.047	-.029
257	G	I always tried to make the best school grades that I could.	-.111	.031
258	G	I have often gone against my parents wishes.	-.117	-.056

Item Number	Item Source	Item	N=96	N=97
259	G	I think I would like the work of a clerk in a large department store.	-.164	-.024
260	G	I usually don't like to talk much unless I am with people I know very well.	-.063	.147
261	G	I think I would like the work of a garage mechanic.	.012	-.076
262	G	Our thinking would be a lot better off if we would just forget about words like "probably," "approximately," and "perhaps."	-.215	-.130
263	G	I often do whatever makes me feel cheerful here and now, even at the cost of some distant goal.	-.090	.119
264	G	It is hard for me to act natural when I am with new people.	-.008	.153
265	A	I find it difficult to say "No" to salesmen.	-.108	.096
266	G	I am a better talker than a listener.	.116	-.087
267	G	As a child I used to be able to go to my parents with my problems.	-.083	-.084
268	G	I hate to be interrupted when I am working on something.	.042	-.163
269	G	I want to be an important person in the community.	-.093	.002
270	G	I have a very strong desire to be a success in the world.	-.034	-.089
271	G	I have nightmares every few nights.	.134	.042

Item Number	Item Source	Item	N=96	N=97
272	G	I often get feelings like crawling, burning, tingling, or "going to sleep" in different parts of my body.	-.089	.125
273	G	I liked "Alice in Wonderland" by Lewis Carroll.	-.136	.200
274	G	I am afraid to be alone in the dark.	-.111	.031
275	G	Usually I would prefer to work with women.	-.057	.088
276	CG	Sometimes I rather enjoy going against the rules and doing things I'm not supposed to.	.032	-.011
277	G	It is pretty easy for people to win arguments with me.	.056	-.094
278	G	I am sometimes cross and grouchy without any good reason.	-.022	.048
279	G	Success is a matter of will power.	.125	.201
280	G	I enjoy planning things, and deciding what each person should do.	.075	.030
281	G	I doubt if anyone is really happy.	.270	.034
282	G	I believe women should have as much sexual freedom as men.	.203	.352
283	G	Most people would be better off if they never went to school at all.	-.110	-.038
284	G	I like to have a place for everything and everything in its place.	.189	.039
285	G	I am bothered by acid stomach several times a week.	.093	-.039
286	G	Clever, sarcastic people make me feel very uncomfortable.	.087	.056

Item Number	Item Source	Item	N=96	N=97
287	B	I acquired a strong interest in intellectual and aesthetic matters from my mother.	-.086	.109
288	A	If I see someone with a familiar face in a public place I inquire as to weather we have met before.	.160	.062
289	G	I never seem to get hungry.	.074	-.142
290	A	I expend a great deal of energy in extra-curricular activities.	.060	.177
291	G	A person should adapt his ideas and his behavior to the group that happens to be with him at the time.	-.020	.000
292	G	As long as a person votes every four years, he has done his duty as a citizen.	.168	-.038
293	B	I must admit that I would find it hard to have for a close friend a person whose manners or appearance made him somewhat repulsive, no matter how brilliant he might be.	-.213	.261
294	G	I feel like giving up quickly when things go wrong.	.011	.187
295	G	I like to give orders and get things moving.	.141	.213
296	G	I must admit I try to see what others think before I take a stand.	-.081	-.115
297	G	I'm pretty sure I know how we can settle the international problems we face today.	.284	-.072
298	G	I always try to do at least a little better than what is expected of me.	.022	.075

Item Number	Item Source	Item	N=96	N=97
299	G	There have been a few times when I have been very mean to another person.	.050	.109
300	G	I must admit that I have a bad temper, once I get angry.	.137	.027
301	G	I have had attacks in which I could not control my movements or speech, but in which I knew what was going on around me.	.119	-.137
302	G	I always see to it that my work is carefully planned and organized.	-.117	-.137
303	G	The future is too uncertain for a person to make serious plans.	.119	.008
304	G	People can pretty easily change me even though I thought that my mind was already made up on a subject.	.103	-.027
305	G	I have never been in trouble with the law.	.106	.180
306	G	In school I was sometimes sent to the principal for cutting up.	-.130	-.111
307	G	People often expect too much of me.	.023	.113
308	G	I like to go to parties and other affairs where there is lots of loud fun.	.013	.190
309	G	In a group of people I would not be embarrassed to be called upon to start a discussion or give an opinion about something I know well.	-.075	.318
310	A	I feel that professors frequently talk too much in class and prevent me from expressing my own views.	.275	-.053

Item Number	Item Source	Item	N=96	N=97
311	A	If dissatisfied with the service in a restaurant, I make this dissatisfaction known.	.227	-.061
312	B	I would rather have a few intense friendships than a great many friendly but casual relationships.	-.065	-.004
313	G	I do not like to see people carelessly dressed.	.021	.034
314	G	With things going as they are, it's pretty hard to keep up hope of amounting to something.	.152	-.023
315	G	I would like to be a journalist.	-.146	.179
316	A	I avoid people who are dictatorial and domineering.	-.261	.017
317	CG	It is unusual for me to express strong approval or disapproval of the actions of others.	.116	.137
318	G	I have had very peculiar and strange experiences.	-.077	.169
319	G	A person who doesn't vote is not a good citizen.	-.078	-.072
320	G	Some people exaggerate their troubles in order to get sympathy.	-.073	.343
321	G	I would like to be a soldier.	.359	.312
322	G	I like to plan a home study schedule and then follow it.	-.079	.167
323	G	I have sometimes stayed away from another person because I feared doing or saying something that I might regret afterwards.	.141	.046
324	G	I sometimes pretend to know more than I really do.	-.029	.141

Item Number	Item Source	Item	N=96	N=97
325	G	I am quite often not in on the gossip and talk of the group I belong to.	.041	.033
326	G	I enjoy social gatherings just to be with people.	.036	.346
327	G	Sometimes I feel as if I must injure either myself or someone else.	-.083	.054
328	G	I think I would like the work of a school teacher.	-.087	-.061
329	G	I would rather go without something than ask for a favor.	.105	.109
330	G	It's no use worrying my head about public affairs; I can't do anything about them anyhow.	.260	-.071
331	G	In school my marks in deportment were quite regularly bad.	-.085	-.117
332	G	I am apt to show off in some way if I get the chance.	-.124	-.106
333	G	I keep out of trouble at all costs.	.038	-.028
334	G	Sometimes I just can't seem to get going.	-.011	.262
335	G	We ought to pay our elected officials better than we do.	.175	.227
336	G	Most people will use somewhat unfair means to gain profit or an advantage rather than to lose it.	-.188	.285
337	G	I am somewhat afraid of the dark.	-.023	-.225
338	G	Sometimes I think of things too bad to talk about.	.056	.129

Item Number	Item Source	Item	N=96	N=97
339	G	I am inclined to take things hard.	-.002	-.020
340	A	Despite the knowledge that my opponent is superior in ability to me in an athletic contest, I am determined to win.	-.112	.306
341	G	I usually take an active part in the entertainment at parties.	.042	-.029
342	G	I set a high standard for myself and I feel others should do the same.	.048	.110
343	G	I often feel that I made a wrong choice in my occupation.	-.032	.083
344	G	Most people make friends because friends are likely to be useful to them.	-.084	.193
345	G	I seldom or never have dizzy spells.	-.239	.306
346	B	What the youth needs most is strict discipline, rugged determination, and the will to work and fight for family and country.	-.106	.270
347	G	I hardly ever get excited or thrilled.	.035	.190
348	G	I have a tendency to give up easily when I meet difficult problems.	.106	.073
349	G	I think I would enjoy having authority over other people.	-.039	.298
350	G	I enjoy hearing lectures on world affairs.	.149	.238
351	G	I feel nervous if I have to meet a lot of people.	.070	.096

Item Number	Item Source	Item	N=96	N=97
352	G	I think I would like the work of a building contractor.	-.026	-.045
353	G	Several times a week I feel as if something dreadful is about to happen.	.022	-.090
354	G	I can remember "playing sick" to get out of something.	-.216	-.039
355	G	I think I am stricter about right and wrong than most people.	-.084	-.098
356	G	I think I would like to drive a racing car.	-.150	.087
357	G	I am likely not to speak to people until they speak to me.	.026	-.008
358	G	Teachers often expect too much work from the students.	.029	-.039
359	G	People today have forgotten how to feel properly ashamed of themselves.	-.130	-.034
360	CG	I wish that I could get over worrying about things I have said that may have injured other people's feelings.	-.010	.172
361	G	I would like to see a bullfight in Spain.	-.110	.009
362	G	I find it hard to keep my mind on a task or job.	.051	.116
363	G	I am very slow in making up my mind.	.084	-.191
364	G	I frequently notice my hand shakes when I try to do something.	.046	-.061
365	G	I would like to wear expensive clothes.	-.167	-.014

Item Number	Item Source	Item	N=96	N=97
366	G	Criticism or scolding makes me very uncomfortable.	-.139	.214
367	G	I have the wanderlust and am never happy unless I am roaming or traveling about.	.257	-.008
368	B	Young people sometimes get rebellious ideas, but as they grow up they ought to get over them and settle down.	-.227	-.005
369	A	I feel self-conscious in the presence of superiors.	.075	.030
370	G	I often act on the spur of the moment without stopping to think.	.219	.064
371	G	I think I could do better than most of the present politicians if I were in office.	.054	.047
372	B	The best theory is the one that has the best practical applications.	.086	.356
373	G	I never make judgments about people until I am sure of the facts.	.141	-.239
374	G	There is something wrong with a person who can't take orders without getting angry of resentful.	.042	.219
375	A	At a crowded ballpark I make remarks which are audible to people around me.	.013	-.120
376	G	I do not have a great fear of snakes.	.044	-.048
377	B	Kindness and generosity are the most important qualities for a wife to have.	.063	.045

Item Number	Item Source	Item	N=96	N=97
378	G	My home life was always very pleasant.	-.081	-.081
379	G	Disobedience to any government is never justified.	.510	.035
380	B	I believe you should ignore other people's faults and make an effort to get along with almost everyone.	.057	-.067
381	G	I often wish people would be more definite about things.	.018	.079
382	G	I like large, noisy parties.	-.047	-.040
383	G	I get tired more easily than other people seem to.	.087	-.010
384	B	I could cut my moorings--quit my home, my family, and my friends--without suffering great regrets.	-.168	-.153
385	G	I sometimes tease animals.	.008	-.019
386	G	Voting is nothing but a nusiance.	-.238	.002
387	CG	I am in favor of very strict enforcement of all laws, no matter what the consequences.	-.141	-.134
388	G	I am a good mixer.	-.114	.034
389	G	The future seems hopeless to me.	.114	-.067
390	G	I must admit I find it very hard to work under strict rules and regulations.	-.050	.027
391	G	I like poetry.	.053	-.054
392	A	I haggle over prices with tradesmen and junkmen.	-.084	-.161

Item Number	Item Source	Item	N=96	N=97
393	G	I get excited very easily.	-.010	.005
394	G	I would never play cards (poker) with a stranger.	.101	-.158
395	G	I have had no difficulty in starting or holding my bowel movement.	.063	.011
396	G	My parents have often disapproved of my friends.	-.140	-.044
397	G	In school I always looked far ahead in planning what courses to take.	.177	-.045
398	G	It makes me feel like a failure when I hear of the success of someone I know well.	-.190	.174
399	G	I dream frequently about things that are best kept to myself.	-.062	.006
400	G	I have had no difficulty starting or holding my urine.	.023	.103
401	G	I am known as a hard and steady worker.	-.121	-.024
402	G	I don't like things to be uncertain and unpredictable.	-.335	.093
403	G	I have a good appetite.	-.189	.197
404	G	I get very nervous if I think that someone is watching me.	-.047	.001
405	G	I always like to keep my things neat and tidy and in good order.	.010	.079
406	G	I know who is responsible for most of my troubles.	-.059	.033
407	G	I am quite a fast reader.	.216	.094

Item Number	Item Source	Item	N=96	N=97
408	G	When I am cornered I tell that portion of the truth which is not likely to hurt me.	-.088	-.007
409	G	I have no dread of going into a room by myself where other people have already gathered and are talking.	-.028	-.049
410	G	I love to go to dances.	-.159	.163
411	G	A windstorm terrifies me.	-.012	.022
412	A	At a reception or tea I seek to meet the important person present.	.200	.012
413	G	We ought to worry about our own country and let the rest of the world take care of itself.	.034	-.048
414	G	I believe we are made better by the trials and hardships of life.	-.305	.168
415	G	I must admit that I enjoy playing practical jokes on people.	.032	.023
416	CG	Sometimes I am sure that other people can tell what I am thinking.	.098	.073
417	G	I get pretty discouraged sometimes.	-.047	.153
418	G	It is always a good thing to be frank.	.049	.015
419	G	I don't like to undertake any project unless I have a pretty good idea as to how it will turn out.	-.038	.033
420	G	I don't blame anyone for trying to grab all he can get in this world.	.107	-.118

Item Number	Item Source	Item	N=96	N=97
421	G	Planning one's activities in advance is very likely to take most of the fun out of life.	.150	-.171
422	G	I was a slow learner in school.	.203	.145
423	G	If a person is clever enough to cheat someone out of a large sum of money, he ought to be allowed to keep it.	.124	-.251
424	G	A person should not be expected to do anything for his community unless he is paid for it.	-.068	-.147
425	G	Some of my family have habits that bother and annoy me very much.	-.172	-.086
426	G	There have been times when I have been very angry.	-.123	.193
427	G	I think most people would like to get ahead.	-.015	-.012
428	G	I feel that I have often been punished without cause.	.153	-.028
429	G	There have been times when I have worried a lot about something that was not really important.	-.045	.127
430	G	I often lose my temper.	.019	-.008
431	G	I used to keep a diary.	.046	.228
432	G	I do not dread seeing a doctor about a sickness or injury.	.000	.000
433	G	I never worry about my looks.	.277	-.132
434	G	I have very few quarrels with members of my family.	.070	.108
435	G	I am made nervous by certain animals.	.001	.001

Item Number	Item Source	Item	N=96	N=97
436	G	When in a group of people I usually do what the others want rather than make suggestions.	.015	.043
437	G	Every family owes it to the city to keep their sidewalks cleared in the winter and their lawn mowed in the summer.	.061	.160
438	G	I usually go to the movies more than once a week.	.013	.004
439	G	I get very tense and anxious when I think other people are disapproving of me.	-.370	.123
440	G	My parents have generally let me make my own decisions.	.303	-.036
441	G	I would be willing to describe myself as a pretty "strong" personality.	.045	.004
442	G	I would like to be an actor on the stage or in the movies.	.073	-.111
443	G	I used to like it very much when one of my papers was read to the class in school.	.134	-.147
444	G	When I work on a committee I like to take charge of things.	.213	.062
445	G	I have had more than my share of things to worry about.	.041	.076
446	G	We ought to let Europe get out of its own mess; it made its bed, let it lie in it.	.176	-.010
447	G	If I were a reporter I would like very much to report news of the theater.	.107	-.105

Item Number	Item Source	Item	N=96	N=97
448	G	I have at one time or another in my life tried my hand at writing poetry.	.018	-.298
449	G	I looked up to my father as an ideal man.	-.031	-.043
450	G	The only interesting part of the newspaper is the "funnies."	.084	-.170
451	G	I like mechanics magazines.	.180	-.226
452	G	Only a fool would ever vote to increase his own taxes.	.274	.033
453	G	Most people would tell a lie if they could gain by it.	.064	.085
454	G	At times I have a strong urge to do something harmful or shocking.	-.001	.094
455	G	I don't seem to care what happens to me.	.121	-.007
456	G	I wish I were not bothered by thoughts about sex.	.114	-.082
457	G	I have often felt guilty because I have pretended to feel more sorry about something than I really was.	-.010	-.061
458	G	I have not lived the right kind of life.	-.071	-.166
459	G	I daydream very little.	-.155	.003
460	G	It is more important that a father be kind than that he be successful.	-.064	-.038
461	G	I am not afraid of picking up a disease or germs from doorknobs.	-.149	-.182

Item Number	Item Source	Item	N=96	N=97
462	A	In class I state my opinion although it may be at odds with that of the instructor.	.011	-.139
463	G	When I was going to school I played hooky quite often.	-.112	-.215
464	G	There have been times when I have been very angry.	-.002	.113
465	G	I liked school.	-.216	-.123
466	G	I can't really enjoy a rest or vacation unless I have earned it by some hard work.	-.038	-.098
467	G	I feel that I would be a much better person if I could gain more understanding of myself.	-.004	.112
468	G	My mouth feels dry almost all the time.	-.117	-.279
469	G	There are certain people whom I dislike so much that I am inwardly pleased when they are catching it for something they have done.	.010	.217
470	B	Human nature being what it is, there will always be war and conflict.	-.122	-.151
471	G	I have often found people jealous of my good ideas, just because they had not thought of them first.	.250	-.117
472	G	My daily life is full of things that keep me interested.	-.019	-.167
473	G	There's no use in doing things for people; you only find that you get it in the neck in the long run.	.340	-.030

Item Number	Item Source	Item	N=96	N=97
474	BCG	Perfect balance is the essence of all good composition.	.162	.019
475	G	I seldom worry about my health.	-.038	.005
476	G	I would rather have people dislike me than look down on me.	-.006	-.201
477	G	I hardly ever feel pain in the back of the neck.	.012	.080
478	G	I seem to do things that I regret more often than other people do.	.071	-.188
479	B	Some of my friends think that my ideas are impractical, if not a bit wild.	-.005	-.057
480	A	I would solicit funds for a cause in which I am interested.	-.015	.011
481	G	I am embarrassed with people I do not know well.	.035	.066
482	G	Any job is all right with me, so long as it pays well.	.101	.163
483	G	I sometimes feel that I am a burden to others.	-.098	.043
484	G	Only a fool would try to change our American way of life.	.185	-.203
485	G	When prices are high you can't blame a person for getting all he can while the getting is good.	-.087	-.111
486	G	There are times when I act like a coward.	-.036	-.154
487	G	As a youngster in school I used to give the teachers lots of trouble.	-.069	-.306
488	G	Even the idea of giving a talk in public makes me afraid.	.012	-.047

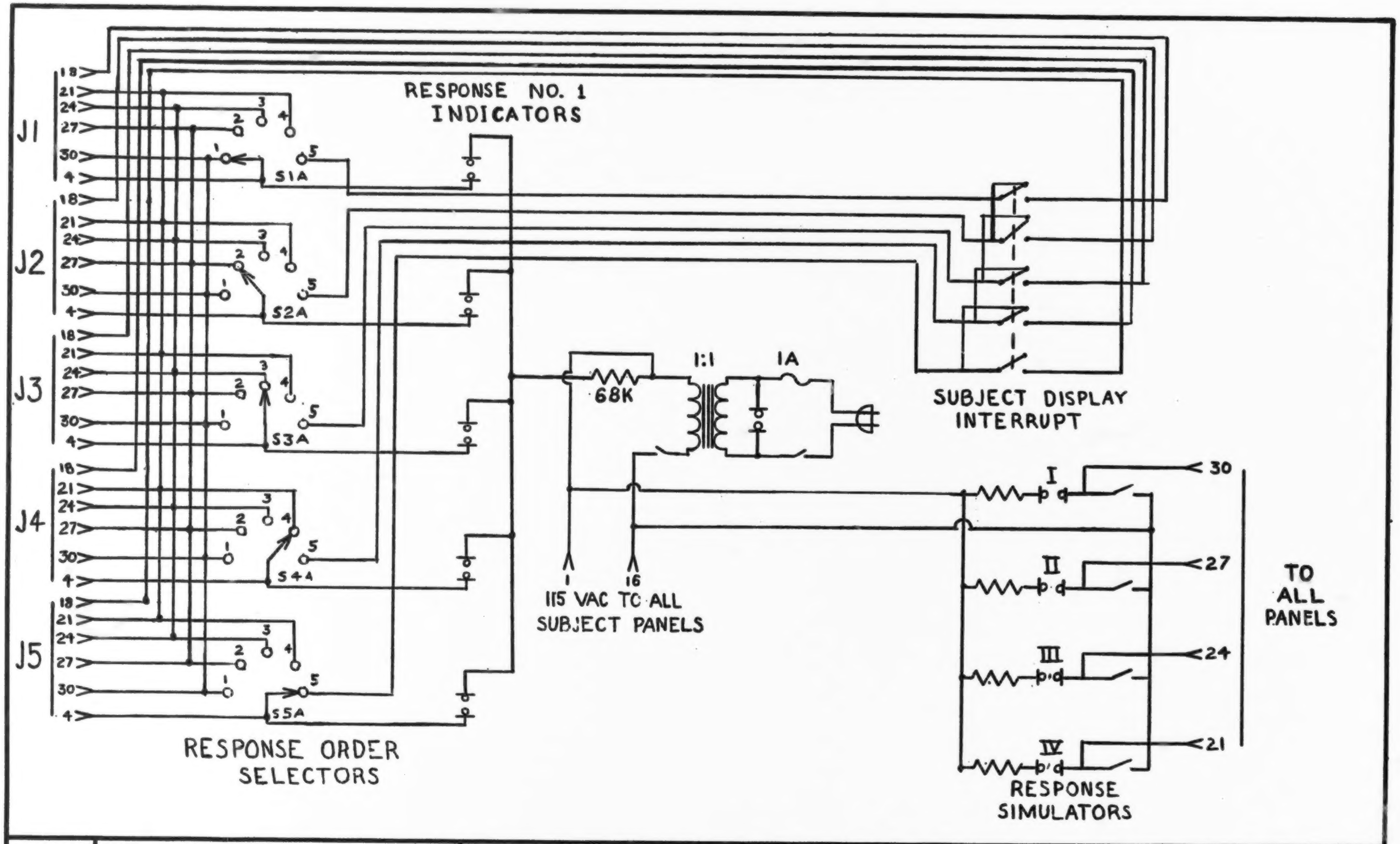
Item Number	Item Source	Item	N=96	N=97
489	G	I have one or more bad habits which are so strong that it is no use fighting against them.	.083	-.031
490	G	At times I think I am no good at all.	.086	.047
491	G	I go out of my way to meet trouble rather than try to escape it.	.006	-.190
492	G	Much of the time my head seems to hurt all over.	.084	-.120
493	G	I have been in trouble one or more times because of my sex behavior.	-.256	-.180
494	G	If a person doesn't get a few lucky breaks in life it just means that he hasn't been keeping his eyes open.	-.122	-.093
495	G	People seem naturally to turn to me when decisions have to be made.	.248	-.019
496	G	I would never go out of my way to help another person if it meant giving up some personal pleasure.	.027	-.124
497	G	When I was a child I didn't care to be a member of a crowd or gang.	.455	-.070
498	G	I never cared much for school.	.067	.143
499	G	I used to steal sometimes when I was a youngster.	-.014	-.347
500	G	It often seems that my life has no meaning.	.116	.329
501	G	I am troubled by attacks of nausea and vomiting.	.002	-.228

Item Number	Item Source	Item	N=96	N=97
502	G	People should not have to pay taxes for the schools if they do not have children.	.035	-.050
503	G	The one to whom I was most attached and whom I most admired as a child was a woman (mother, sister, aunt, or other woman).	-.158	.100
504	G	I think I am usually a leader in my group.	.004	.057
505	G	I cannot do anything well.	.325	-.167
506	G	In a group, I usually take the responsibility of getting people introduced.	-.159	-.112
507	G	My home as a child was less peaceful and quiet than those of most other people.	.011	-.115
508	G	I don't really care whether people like me or dislike me.	.155	-.283
509	G	The things some of my family have done have frightened me.	-.228	-.088
510	G	I have felt embarrassed over the type of work that one or more members of my family have done.	-.139	-.070
511	G	I think I would like to belong to a motorcycle club.	.038	-.003
512	G	I regard the right to speak my mind as very important.	.000	-.003
513	G	As a youngster I was suspended from school one or more times for cutting up.	-.128	-.268
514	G	I have never been in trouble because of my sex behavior.	.012	.166

Item Number	Item Source	Item	N=96	N=97
515	G	I could be perfectly happy without a single friend.	.044	-.131
516	G	A large number of people are guilty of bad sexual conduct.	-.150	.103
517	G	I have never done anything dangerous for the thrill of it.	.103	-.087
518	G	I have never seen a vision.	-.137	-.145
519	G	It is impossible for an honest man to get ahead in the world.	.049	-.315
520	G	It is hard for me just to sit still and relax.	.208	-.051
521	G	I must admit I feel sort of scared when I move to a strange place.	.096	.137
522	G	Police cars should be especially marked so that you can always see them coming.	.321	-.110
523	G	I am afraid when I look down from a high place.	-.257	-.032
524	G	It is easy for me to take orders and do what I am told.	.024	.092
525	G	I usually have to stop and think before I act even in trifling matters.	-.013	-.042
526	G	I would rather not have very much responsibility for other people.	-.095	-.099
527	G	I am in favor of a very strict enforcement of all laws, no matter what the consequences.	-.040	-.048

* Item Source: Allport and Allport (A), Barron (B), Crutchfield (C), Gough (G)

APPENDIX B. Wiring diagrams for subject and experimenter consoles.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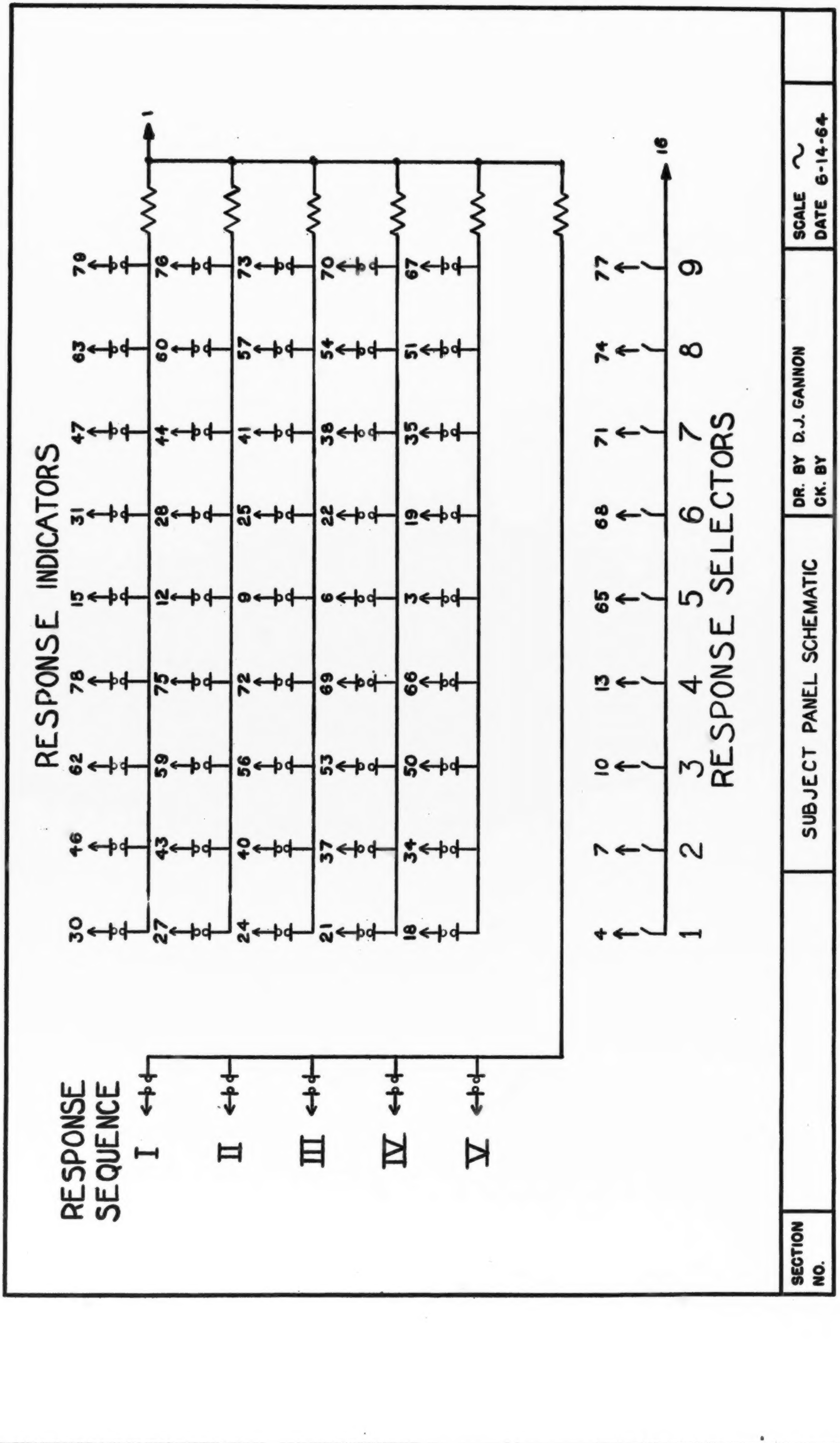
S3A
S4A
S5A
RESPONSE NO. 1
INDICATORS
RESPONSE ORDER
SELECTORS
68K
1:1
1A
SUBJECT DISPLAY
INTERRUPT
1
16
115 VAC TO ALL
SUBJECT PANELS
I
II
III
IV
30
27
24
21
TO
ALL
PANELS
RESPONSE
SIMULATORS

SECTION NO.		PARTIAL SCHEMATIC EXPERIMENTER'S CONSOLE	DR. BY D J GANNON CK. BY	SCALE ~ DATE 6-20-64	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II
III
IV
V
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27 43 59 75 12 28 44 60 76
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21 37 53 69 6 22 38 54 70
18 34 50 66 3 19 35 51 67
1
16
4 7 10 13 65 68 71 74 77
1 2 3 4 5 6 7 8 9
RESPONSE SELECTORS
SECTION NO.
SUBJECT PANEL SCHEMATIC
DR. BY D.J. GANNON
CK. BY
SCALE ~
DATE 6-14-64